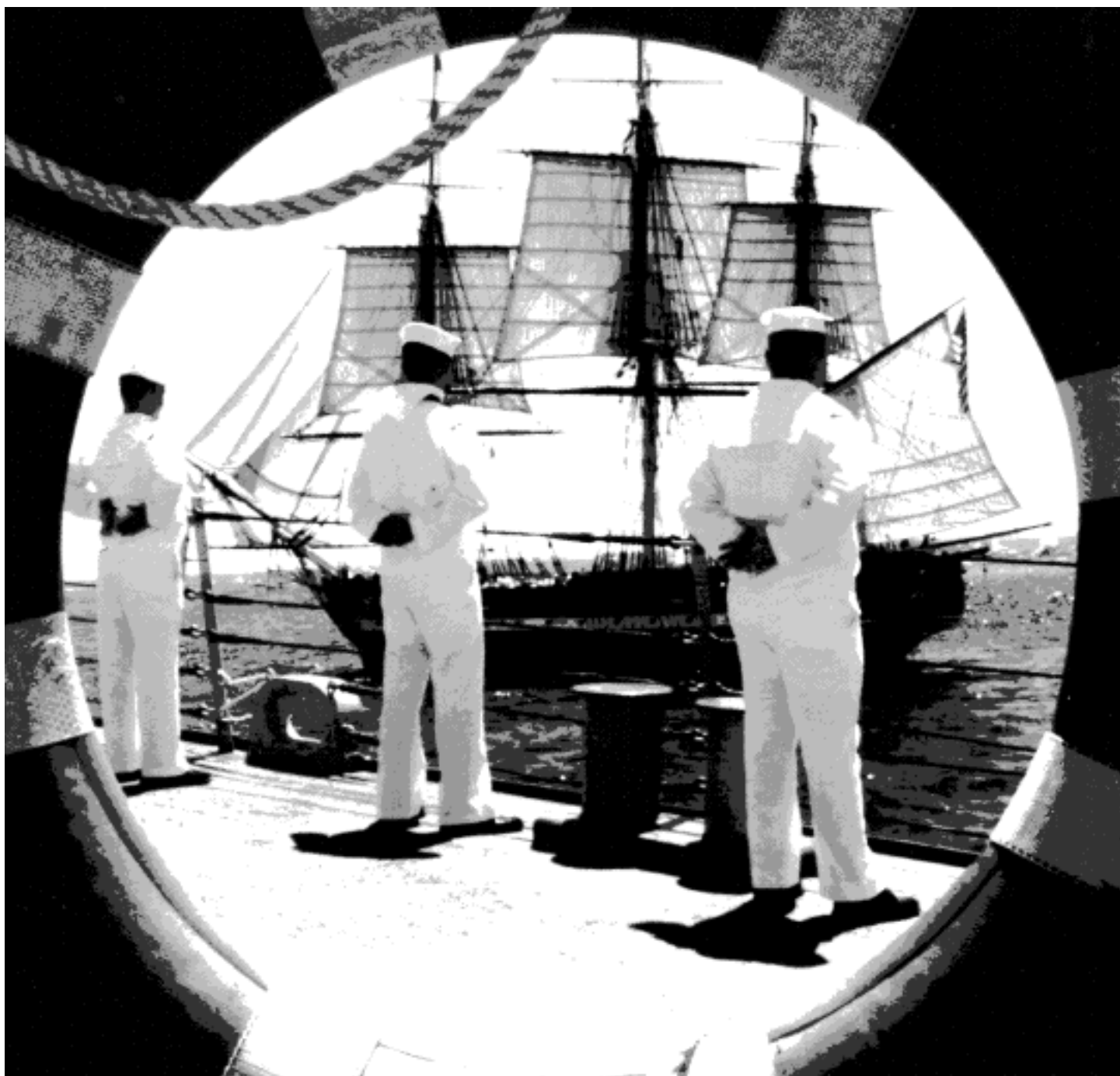


LINK

USS *Constitution*, underway on July 20 for the first time in 116 years, is framed by the life ring of a passing destroyer. *Constitution* was commissioned on 21 October 1797.

(U.S. Navy photo by PHC John E. Gay)

U.S. NAVY ENLISTED PERSONNEL DISTRIBUTION PROFESSIONAL BULLETIN OCTOBER - DECEMBER 1997 Vol 4/97



Chief of Naval Personnel

VADM D.T. Oliver, USN

PCS Update

I have spent a great deal of time during my first year as your CNP conducting All Hands Calls with many active duty and Reserve Sailors in the Fleet. Your ideas, concerns, and feedback during these sessions have been very useful as we continue our efforts at the Bureau of Naval Personnel to better serve you and your commands. One concern that has been commonly expressed during my Fleet visits is the shortage of funds in our Permanent Change of Station (PCS) account.

Over the last several years, our annual PCS funding shortage has been part of a larger problem — the underfunding of our \$17 billion Navy personnel account. For example, this summer we imposed a temporary freeze on issuing new FY97 PCS orders and delayed approval of SRB requests. Popular programs such as Tuition Assistance (TA) have also experienced funding shortages, requiring us to cap benefits late in the fiscal year. These actions create unplanned inconveniences, and in some cases, professional and financial hardships for Sailors.

As much as we regret these actions, they have been necessary to remain within our established funding limits. The Secretary of the Navy and Chief of Naval Operations are concerned about this and are committed to fully funding the personnel account in the future. By doing so, we should be able to pay for all anticipated PCS moves, including those moves scheduled for late in the fiscal year that, in the past, have been delayed until the beginning of the new fiscal year on 1 October. This is the right way to do business and it has been one of our top priorities over the last several months. While we still must work our way through FY98, much as we did in FY97, we have been working hard to make FY99 the beginning of a different fiscal era for our Navy personnel account and our people. It's extremely important that our efforts are successful because, despite past funding shortfalls, Sailors have been, and will remain, our number one priority.

In my first *Link* column, I wrote, "We are the best Navy in the world because we have the best people in the world." I have seen this firsthand during the past year and I expect to see more of you during the next year. Keep up the great work and thanks for your input.





Volume 4/97
October - December 1997

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Put In For My Outfit articles

All submissions for the "Put In For My Outfit" section of *Link* must be accompanied by a signed cover sheet by your unit's commanding officer. Articles appearing in *Link* are run on a space available basis.

Link is distributed to commands listed in the *Standard Navy Distribution List (SNDL)*. Commands listed in the *SNDL* may use this form to start, stop or change distribution. Be sure to include the command's *SNDL* code and complete address.

Include your most recent address label to request changes.

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RADM J. I. Maslowski, USN

Knowledge, preparation foremost in negotiating orders

Some “old salts” can tell you of days past when “negotiating” for orders was a matter of waiting for a post card in the mail inscribed with your next duty station. Times have certainly changed for we now use a more personable and interactive approach to detailing.

Before issuing a set of orders, your detailers look at three factors: (1) the needs of the Navy, (2) the individual's qualifications, and (3) the desires of the Sailor. Our goal is to put the best qualified individual into a billet that is acceptable to both the Sailor and the gaining command.

While part of our motto is “try to say yes,” we are not always able to do so. A brief explanation of how the distribution system works will help you better understand the detailing process and assist you in obtaining the best orders possible.

A set of orders begins at your next potential command. Every unit in the Navy is allotted a certain number of billets, called Billets Authorized (BA). This is the *ideal* number of Sailors in each rating and paygrade needed to accomplish a particular mission. A unit's BA represents 100 percent manning.

Each command also has a Navy Manning Plan (NMP). The Enlisted Personnel Management Center (EPMAC) determines a unit's NMP or “fair share.” The NMP, for instance, may show that a command's “fair share” of OS2s is less than the BA because of an inventory shortage of OS2s Navy-wide. As a result, the NMP may only allot a “fair share” of six OS2s for a BA of nine. Conversely, a command's NMP can also be higher than the BA, depending upon circumstances and special needs.

Based on a command's NMP, EPMAC generates requisitions nine months before each Sailor's Projected Rotation Date (PRD). Using these requisitions, or “reqs,” detailers at BUPERS — as the assignment authority — initiate the detailing process.

As you can see, the distribution machine is complex. Attaining orders that best suit you and the Navy, therefore, requires careful thought and planning. As with any complex system, applying good knowledge and preparation will in turn yield the best results.

I strongly recommend that you begin thinking about your next set of orders about a year before your PRD. Be realistic in that thinking; if you are due to transfer back to sea, start thinking about which type of ship and homeport you would like.

Think about your career as well. Talk to your leading chief or the command career counselor about what billet is best for your career progression.

If you are married, it is extremely important that you thoroughly discuss transfer options with your spouse. You and your spouse should consider the geographic area, employment and educational opportunities, child care facilities and schools if you have children, and other factors important to your family. Prioritize these factors as it is unlikely all can be met given limited billet options.

The detailing process can usually accommodate any documented special needs for you or your family through early and honest communication with your detailer. Spouse collocation and exceptional family members are two examples where the system is designed to match your special needs with the needs of the Navy. In cases such as these, it is most important to remain in close contact with your detailer.

Once you determine the parameters for your next duty station and have reviewed options with your command career counselor, you will be ready to call your detailer. This call should be initiated nine months prior to your PRD to coincide with EPMAC issuing an updated requisition. Waiting too long to call for orders is a common mistake many of our Sailors make. The longer you wait to negotiate for orders, the fewer assignment choices your detailer will have to offer.

To make the detailing process work for you requires knowledge of the detailing system, realistic expectations, and a clear articulation of your personal and professional needs. I wish you the best as you negotiate with your detailer for the “perfect set of orders.”

J. I. Maslowski

Master Chief Petty Officer of the Navy

ETCM(SW) John Hagan, USN

A test and measure of our true commitment

There are a number of times in a Sailor's career that test and measure the depth of our true commitment.

In the last issue of *Link*, I wrote about commitment ("Core Values") in a general and philosophical manner. I emphasized how apparent the depth of our true commitment is to those around us and how it affects their own personal discipline and motivation. Since then, I have thought a little more about the nature of commitment and how our true commitment is measured by those around us. Commitment may be (and usually is) inconvenient. In fact, it occurred to me convenience is sort of an off center antonym for commitment. If not polar opposite words they are nearly always mutually exclusive.

Perhaps the most routine test of our true commitment is wrapped up in the "convenience excuse." Too often, if something is inconvenient we are quick to "reevaluate" if we "really made a commitment" or whether another, more attractive choice is an option.

Commitment is demonstrated in many ways on many scales. The oath of enlistment, voluntarily taken, affirms our commitment on the grand scale, but it is the less grand, day to day scale of life, which sorts out the truly committed from those whose "commitment" is confused with "convenience." Our core value, commitment, is not about the contractual obligation that expires at EAOS. It is about keeping promises, no matter how inconvenient ... doing what is required, even when it is much more difficult than expected ... leading by word and deed – by personal example ... modeling our Core Values ... wearing our uniform, not just correctly in strict accordance with Uniform Regulations, but with a pride which shines and gleams and is apparent to every observer ... learning about our heritage and cherishing it as a priceless legacy.

As we each individually come to a more mature understanding of the nature of our commitment, it presents us with special challenges. The truly committed Sailor understands that true commitment comes with obligations that are not subject to continuing personal reassessment. If success is a journey, not a destination, then commitment is the one value, the single trait that ensures that the journey continues on past the hard spots.

Recently, I was privileged to be on *USS Constitution* when she was underway off Marblehead, under sail independently for the first time in 116 years. I realize that I was privileged beyond my own ability to calculate and that I represented every Sailor who was on station, underway and doing what was required to complete the mission. I stood on deck during the sail, sitting and watching *Constitution's* Chief, BMC(SW) Joe Wilson, carry out his duties as "Captain of the Deck." I was proud! Proud of the Honor, Courage, and Commitment pennants that flew on top of the ships three masts. But prouder still of the Sailors on deck on *Constitution* and every other ship, squadron, Seabee battalion and naval unit in service.

Honor, courage and every other component of the character of a Sailor are important, but it is the commitment of Sailors in peace time preparation and their courage in conflict which will ensure that victory is achieved. It was so when *USS Constitution* was commissioned and outfitted in 1797 and it is so today.

Stay proud, stay fit!
Go Navy!



New director onboard

Farewell ...

This is my last *Link* article before I depart the Bureau and I would like to share a few things with you before I go. First, we have worked our way through many changes at BUPERS in our process systems, but there are still many more to go. Without your patience and support to the detailers during this tumultuous period, we could not have seen so many improvements. We have seen upgrades in many of our communications systems. We have added a voice mail system, connected to the Internet, established an electronic mail system, and implemented of JASS during the past two years.

We are not finished. As the Bureau looks to the year 2000, new and exciting innovations will be explored, so be ready for more improved detailing. Secondly, remember that your performance, no matter what your assignment maybe, will have the greatest impact on your success.

Finally, the detailers are fair people and they try to say “yes” whenever the situation allows. They must take into consideration many factors and find the right balance when they nominate you for your assignment or offer career advice. Detailers are very successful Navy members who want to hold their head high when they leave the job and be able to say, “I did a good job for the Navy, my rating community and the Sailors I represented.” Please keep this in mind the next time you call your detailer and it will help everyone achieve their goals, whether it be getting the fleet the right person to the right job or helping you get the right set of orders.

Keep up the great job you are doing and I wish you fair winds and following seas.

CAPT P. Kasky

Hail ...

This is my first *Link* and I am truly looking forward to the opportunity to serve you and your interests here at BUPERS. I am looking forward to being a part of assisting the Navy and BUPERS with their move into the 21st Century. Here at BUPERS, we are facing some interesting challenges with the biggest one being the move to Millington, TN next summer. You have my guarantee that we will make every effort to make this a seamless transition with no interruption of service to you, the Sailor and the fleet.

Of the many things I have learned during my short time here is that there are all sorts of factors that go into play when trying to assist the Sailor with his or her next set of orders and that those issues affecting your quality of life are still a major factor in the detailers' assignment considerations.

These are exciting times for the Navy. Lots of changes are going on and we're still looking for new ways in which we can do our business. Have any good ideas? When you give a call to negotiate your next set of orders, please share your ideas with your detailer. Any thoughts you may have on how we can improve the assignment process will be greatly appreciated.

I am looking forward to the next year.

CAPT M. J. Owens
Director, Enlisted Assignments Division
PERS-40

Communicating with your detailer

How can I improve my chances of getting the billet or location that I want? This is a question often asked. Here are a few tips on communicating with your detailer.

First, ensure that you reach the detailer nine months before your PRD. This may be accomplished via phone, e-mail, 1306/7, by JASS if your rating is online, or even a personal letter. The point is — communicate. Let the detailer know what your desires and goals are.

How do you prepare for the detailing process? First, talk to your chain of command and your divisional and departmental career counselors. Discuss your goals and what you would like to get out of your next assignment. Personal and professional growth should be the focus of each assignment. Additionally, discuss your desires and goals with your family. If you are married, your spouse should play an important role in your decision.

Prepare your call sheet

Have your social security number ready when you call. Write down questions you and

your family may have for the detailer before you call. This gives the conversation a logical progression and you don't think of that last question right after hanging up the phone.

What billets should you look for? This is where your chain of command and your divisional and departmental counselors come in. They are resident experts within your rating. Let them help guide you in establishing your goals.

The call

When you begin your conversation, don't put the detailer on the defensive by making unreasonable demands. Understand that the requisitions are only out for the next nine months. It does not pay dividends to ask for billets that are not on the requisition. We cannot offer what we do not have.

Remember that the detailers have rules and regulations that must be adhered to. Prepare yourself by reading the chapter on the Enlisted Assignment System in the Enlisted Transfer Manual.

Negotiating

Be reasonable in your requests. BUPERS does not have an open checkbook for PCS funds. Fiscal constraints must always be considered in the PCS process.

Be flexible. Detailers are always willing to work with you to the best of our ability. But remember, we have billets that must be filled. Sea duty is not a four letter word. We are the U.S. Navy and we are about ships and sea duty. It is what we do. The needs of the Navy and service to country are also important parts of the detailing process. A successful detail calls for patience and flexibility. Go for the billets that are going to put you in the driver's seat for promotion as well as personal and professional growth.

*NCCM(SW/AW/FMF) Michael E. Breh
NC, LN, DM Detailer
PERS-405CG*

AC, AZ, CTO, CTM, CTT, ET(SS), EW, EO, MA, UT, EA

Navy wants your input for Occupational Standards

In the near future, Navy Manpower Analysis Center will be updating Occupational Standards for the following ratings: AC, AZ, CTO, CTM, CTT, ET(SS), EW, EO, MA, UT, and EA. If you receive a survey asking for your input on the changes, please take the time to fill it out thoroughly and professionally.

Occupational Standards serve as the foundation for determining the paygrades for manpower requirements, advertising requirements for recruiting and retention. They are also used as a guideline to develop rate training manuals, Personnel Advancement Requirements (PARS), 'A' school curriculum, and advancement examinations.

This is your chance to help ensure that your rating's Occupational Standards are correct and accurately reflect what you really do.

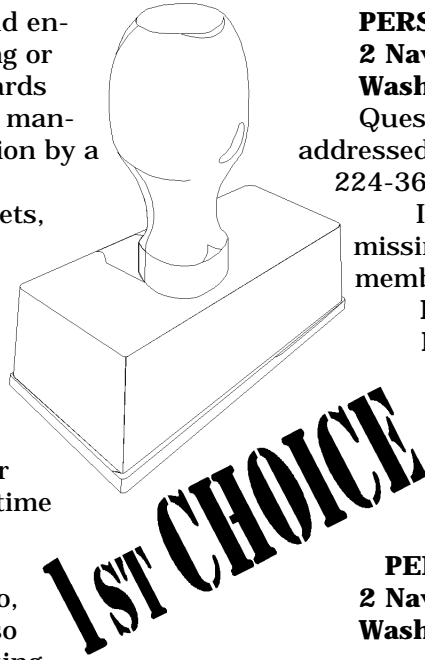
We will provide updates of ratings under review each quarter for fleet-wide dissemination. For more information, contact LCDR Davis at DSN 882-5605, commercial (901) 874-5605/5551/5554.

Are you ready for the selection board?

It is critical that board-eligible Sailors carefully review their records and ensure they are up-to-date. Missing or current EVALS, pictures, or awards should be submitted in a timely manner to receive proper consideration by a selection board.

When a selection board meets, PERS-322 runs a continuity check for missing EVALS and sends a message to the respective command requesting copies of missing reports. You can help by ensuring your record is already current and there is no continuity gap. That means your EVALS cover all of your service time with no unexplained breaks. If there is a period that has a gap and can be explained by a memo, submit one to cover the period so that selection boards aren't looking for a report that does not exist.

Request your microfiche or PSR now and ensure that all EVALS, pictures, education, or awards are on your microfiche. Microfiche or PSRs can be requested, in writing only, from BUPERS PERS 313C. Either fax your request to (703) 614-8882 or mail it to:



**Bureau of Naval Personnel
PERS 313C1 PSR
2 Navy Annex
Washington DC 20370-3313**

Questions concerning microfiche should be addressed to PERS 313D at (703) 614-3654 or DSN 224-3654.

If you find that your microfiche or PSR is missing an EVAL, send a copy signed by the member and reporting senior to:

**Bureau of Naval Personnel
PERS 322
2 Navy Annex
Washington DC 20370-3322**

If your microfiche is missing a picture, send it to:

**Bureau of Naval Personnel
PERS 313
2 Navy Annex
Washington DC 20370-3313**

If you have missing transcripts, send them to:

**Bureau of Naval Personnel
PERS-1031D1
2 Navy Annex
Washington DC 20370-1031**

Fleet strikers, conversion Sailors wanted

Are you a seaman, fireman, or airman who is looking for a challenging and rewarding naval occupation? Are you a designated E3 or third class petty officer interested in excellent advancement opportunity to PO3 or PO2?

Do you need more money? How does selective reenlistment bonus (SRB), special duty assignment pay (SDAP) or proficiency pay sound to you?

You can reach many of your dreams by joining the team of professionals who work in command, control, and communications. Your exciting new work environment will offer you experience and increase your skills in:

- Installing, upgrading, operating and maintaining state of the art information systems technology including local and wide area networks, mainframe, mini- and microcomputers and telecommunication systems.
- Operating radar, navigation and communication equipment in your ship's combat information center (CIC).
- Electronically detecting and tracking ships, aircraft and missiles in the tactical nerve center of your ship as part of the command and control team.
- Serving as an air controller for helicopters and fixed-wing air-

craft, including F-14 Tomcats and F/A-18 Hornets.

Ask yourself: "Do I have the motivation, knowledge, and dedication to excel in this challenging environment?" If you've answered **yes**, then I have a couple of ratings for you. The Navy currently has fleet "A" school seats available for the radioman (RM) and operations specialist (OS) ratings. For more information on qualifying and applying for entry, contact your command career counselor.

*RMC(SW) Tim Martin
Asst. Surface Ops ECM
PERS-22111*

What's all this noise about JASS?

Job Advertisement and Selection System (JASS) is an inter-active, online information system that allows Sailors, via their career counselors, to apply for up to five jobs from the enlisted requisition. JASS alleviates the problems inherent in a first-come, first-served detailing practice.

All qualified Sailors have an equal opportunity to be considered for a particular job, detailers can ensure the best match for the job, and Sailors don't have to wait on the phone lines to find out what jobs are available. All available jobs are displayed in

JASS - this is the actual requisition detailers use.

JASS is now an operational prototype for the PN rating and entire aviation community.

Efforts to obtain funding for expansion of JASS to all enlisted ratings and communities are underway. We are hopeful sufficient FY 98 funds will be available to make JASS fully operational. Watch *Link* for additional updates.

Useful information

Naval Reserve Information System Office has taken over operation of the JASS Help Desk.

The new operating hours are 0700-1630 M-F and 0730-1600 on Saturday. (All times are CDT).

The phone numbers are: DSN 678- 7070, commercial (800) 537-4617 or (504) 678-7070. If your call is forwarded to their answering system, please leave your name, a detailed message about your problem, and

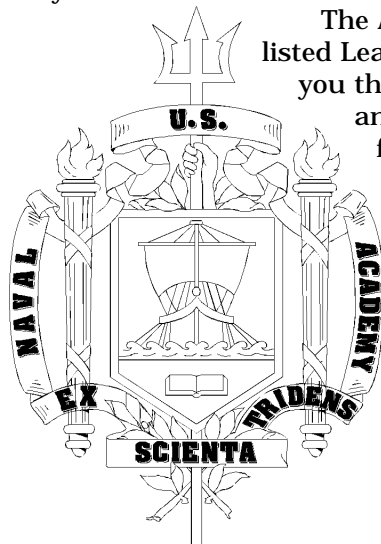
your DSN and commercial phone numbers. Someone from the Help Desk will normally return your call within 24 hours. If you prefer, you can contact the Help Desk through e-mail at helpdesk@cnrf.nola.navy.mil. Please include your name, e-mail address, a detailed description of the problem, and DSN and commercial phone numbers.

For JASS Access help, (account information, passwords, etc.) please call Ms. Diggs, at DSN 224-2836, commercial (703) 614-2836 or Mr. Ken Hudson at DSN 223-3051, commercial (703) 693-3051. JASS functional managers are DPC Linda S. Westover at DSN 223-3042, commercial (703) 693-3042 and LT. Christine Donohue, DSN 223-9907, commercial (703) 693-9907.

*DPC Linda S. Westover
JASS/MAST/NMPDS Support Leading
Chief Petty Officer
Pers-455C8*

Chiefs and the U.S. Naval Academy — A winning team

If you are a warfare qualified chief rolling from sea duty, the United States Naval Academy may be just for you.



The Academy's Senior Enlisted Leadership Program gives you the opportunity to train and lead young people from 50 states and ten foreign countries.

As a company chief you will have day to day interaction with midshipmen who will be the future leaders of the Navy, Marine Corps, and our country. You will have the opportunity

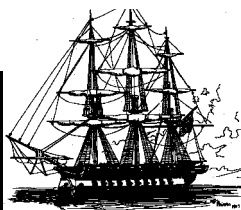
to forge the junior officer-CPO relationship to build a better Navy.

The Naval Academy is in Annapolis, MD with the Chesapeake Bay at your doorstep. Baltimore and Washington, DC are just minutes away. You can enjoy the rich culture and history as well as the many activities and sporting events this beautiful area has to offer.

If you are interested in helping mold tomorrow's leaders, bring your fleet experience and knowledge to the U.S. Naval Academy. Contact MMCS(SW) Slater, Shore Special Programs (PERS-4010D) at DSN 223-1908, commercial (703) 693-1908, or call ISCM(SW) Mitchell Command Master Chief, U.S. Naval Academy, at DSN 281-7022, commercial (410) 293-7022.



Special Programs



From the RAO

Interested in getting ahead in your career?

Want to know the secret to a successful career? The answer is obvious. Take the hard jobs and do the best that you can. Selection boards look favorably when they see that a Sailor has taken the hard job and excelled.

So where are these hard, career-enhancing jobs? If you're eligible for shore duty, these jobs are available in shore special programs. We detail to

billets worldwide for all ratings. There are many billets in recruiting and for recruit division commanders (RDC) at RTC Great Lakes. We also detail to diverse and unique billets worldwide such as physical security, CAAC, EOPS, NAVLEAD instructors, brigs, NATO, joint commands, PEP, and major Washington DC staff billets. All of these jobs are career-enhancing if you excel in them. These are not "cake shore-duty" billets. Take any of these jobs and you'll be working hard while learning skills outside your rating. You'll work with new people from the civilian world, other services, and even foreign services.

For details contact your command career counselor or any of the shore special programs detailers (see back of the *Link* for phone numbers and e-mail addresses). We'll be happy to tell you more about the programs. If you're eligible for assignment and want a special programs billet, you'll need to get in touch with your rating detailer and asked to be released to special programs. Once released we'll negotiate with you for a billet. Good luck in your career and remember to keep looking for those hard jobs.

LT Holly Corolla
Rating Assignment Officer
PERS-4010B

Navy hiring top notch fleet Sailors for recruiting

Fleet Sailors eligible for shore duty are encouraged to sign up for the opportunities Navy Recruiters enjoy. You'll go from fleet Sailor to proud Navy recruiter. Call your rating detailer and request release to recruiting duty or visit your command career counselor and reserve a billet in one of our 32 Navy Recruiting Districts.

Benefits include:

- Special duty assignment pay.
- Uniform allowance.
- Sea duty credit (for selected locations only).
- Improved advancement opportunities.

- Guaranteed coast of choice upon completion of recruiting duty.
- Reimbursement of out-of-pocket expenses while performing recruiting duties, and much more.

Climb aboard and be a part of Navy's elite recruiting team.

PNC(SW) Danilo Mendoza
PERS-4010C2
E5 Recruiting Detailer



Link Online ...

<http://www.navy.mil/homepages/bupers>

New special programs detailers onboard

Welcome aboard to FCC(SW) Wyatt (PERS-4010D1) the new EOPS/NAVLEAD/CAAC detailer, to GMG1(SW/SCW) Cordero (PERS-4010D2) the new BRIG/NACU/Women Ashore-NEC 9999 detailer and to YN1(SW) Statser (PERS-4010K) the new enlisted to officer accessions programs manager and orders writer.

Over the past three years, I have seen many changes at the Bureau to make the detailing process easier. Voice mail and Internet e-mail has made reaching your detailer much easier, however, please remember to include your SSN.

When planning your career, each assignment should be thought out thoroughly before volunteering for any duty out of rate. Talk with shipmates who have been there and succeeded. There are many opportunities for challenging assignments in special programs that weigh heavily on the selection boards for chief and officer programs.

If you're in a rating where selection is tight at the khaki level, then volunteering for RDC, Recruiter, EOPS, NAVLEAD, CAAC, MEPS, brig or physical security can help break your record out of the pack. A second AIMD or SIMA assignment across the street at the NAVSTA, SUBASE, or NAS will not broaden your career. Make sure you review your ESR and microfiche yearly to ensure your evals, awards, qualifications and warfare designation is current and up-to-date.

I'm headed back to Japan for another assignment in the land of the rising sun, forward deployed and on the tip of the sword at VFA-195. These last three years have been very rewarding and I appreciate everyone who has volunteered to take the hard jobs within special programs.

*PNC(SW/AW)/CWO(SEL) R. J. Norton
Brig/CCU Detailer
PERS-4010D*

Phys. Sec – Hail and farewell

The physical security assignment section bids a fond farewell to PNCS(SW) Tuparan and YN2(AW) Dillon. We also wish a hearty hail to PNC(SW) Mendoza and YN2(SW) Felton.

Senior Chief Tuparan leaves us to join the USS Nimitz (CVN-68) and Petty Officer Dillon joins forces with Commander, Western Hemisphere Group of Mayport, Florida.

The program has benefited greatly from the expertise and commitment to "we listen, we care, and we try to say yes" attitude displayed by both detailers. Fair winds and following seas.

Chief Mendoza joins us after serving briefly as the recruiting detailer and Petty Officer Felton joins us after serving as the special programs administrative supervisor.

Physical security is a very challenging and career enhancing assignment. Remember that every naval station has a physical security billet awaiting you. So give your rating detailer a call and ask to be released. We look forward hearing from you.

*PNC(SW) Danilo Mendoza
YN2(SW) Demetric Felton
Physical Security Detailers
PERS-4010E
PERS-4010E1*

Personal Quarters MS – Shore Special Programs

Heard about the great benefits of personal quarters duty? With many of the current PQMS personnel at mandatory retirement, there is an urgent need for motivated individuals in paygrades E4 through E9 who can excel in independent duty.

Benefits of the PQMS program include:

- CNO authorized back-to-back shore duty (up to six years).
- Member can negotiate for a sea duty billet of choice upon successful completion of a PQMS tour (provided a valid requisition exists).
- No requirement to wear uniform in quarters.
- Flexible hours.

Responsibilities may include care of the quarters, uniforms, making appointments, taking calls, and planning, preparing, and serving dinner parties or receptions.

Plans are underway now to incorporate specialized training at military and civilian culinary schools for PQMS personnel.

Incoming personnel will attend the culinary classes and may be assigned TAD to an operating quarters for on-the-job training.

Once qualified for PQMS duties, the member is nominated to fill a position or go on a waiting list for future PQMS assignment.

Sounds like great duty, doesn't it? To apply, submit an enlisted personnel action request

Continued on page 14

NATO orders require long-range planning

In receipt of NATO orders? Interested in a NATO command? Then grab a Snickers, because processing a NATO nomination package for this special duty takes time and patience.

The process begins with a nomination from your rating detailee to Special Programs (PERS 4010G). PERS-4010G then notifies Military Personnel Security Division (PERS 81) and specifies the security clearance required. You will receive a message from PERS-81 giving detailed instructions concerning your clearance eligibility. You must strictly adhere to these instructions.

Since NATO security clearance requirements differ in several aspects from standard security clearances, follow the instructions provided in the PERS-81 message and OPNAVINST 5510, Chapter 21. One of the main differences is the requirement to submit the investigation directly to PERS-811, NATO vice directly to DIS.

National Agency Checks (NAC) can take up to 120 days to complete and Single Scope Background Investigations (SSBI) can run up to eight months. Some investigations run longer due to unresolved issues (i.e., financial

indebtedness, alcohol abuse, etc.). You cannot detach for your NATO command or ship your household goods until all clearance requirements are met. In many cases, this results in an order modification to the original detachment date.

Currently there are NATO billets in Germany, Naples (Italy), Norfolk, and Belgium. Ratings needed are YN, RM, ET, DP, SK, JO, LI, DM, MM and CM. If interested, contact your rating detailee and ask for NATO assignment.

YNC(SW/AW) Kenny Williams
NATO, Joint Area Placement, MAAGS, and
PEP Detailee
PERS-4010G

Eight great tips for getting an 'A' school

1. Perform your job as well as you can. If you give 110 percent you'll have great evals. Your command will be happy to recommend you for school.

2. Check the requirements for various "A" schools in the Enlisted Transfer Manual, chapter 7. Along with minimum ASVAB scores, many ratings have citizenship, security, or physical requirements. Some programs also have requirements listed in the MILPERSMAN (e.g. aircrew) or other instructions (e.g. MA). Also check the OBLISERV requirement so you won't be surprised by your orders. For most schools, the OBLISERV is based on the duration of the school, but some are five or six year programs, and the medical ratings have special requirements.

3. Learn about the ratings that interest you by completing correspondence courses and/or OJT. Look for a rating that will challenge you.

4. Apply for school as soon as you are eligible and your command is willing to recommend you.

5. Send your request using the right procedures. If you are non-designated and within one year of EAOS, use the ENCORE system to request reenlistment and "A" school together. Otherwise, send a NAVPERS 1306/7.

6. Be sure your request is complete. At a minimum, we need your ASVAB scores and your

eval marks. Check chapter 7 of the ENLTRANSMAN or pertinent manuals and instructions for additional required documents. Include at least three rating choices in your request. Make sure you are eligible for all three. If you need a waiver for anything, a justification should be included in your package. For a stronger package, include copies of your evals and documentation from your courses/OJT, and ask your command for a strong endorsement.

7. If your ASVAB scores are not within limits, you may be able to attend the "A" school through the JOBS program. This program is available for most ratings, and has different ASVAB criteria than the "A" school. See OPNAVINST 1514.1B for details. Another option is to retake the ASVAB test (see MILPERSMAN 1440260).

8. If you have an "A" school request pending, do not take the exam for a different rating. Conversely, if you submit a request while the exam results are pending, we can only consider you for that rating. For example, we cannot send you to HM "A" school if you might be picked up for MS3. See MILPERSMAN 2230220.

Remember that "A" school detailers go to various commands during the regularly scheduled detailee trips, so you can get on-the-spot "A" school approval. Detailers are also available for command funded trips if there are a minimum number of Sailors for us to interview.

If you have questions your career counselor can't answer, please contact us in PERS-4010S.

LT Veronica M. Robertson
Rating Assignment Officer, "A" Schools
PERS-4010S

What's on the horizon?

So there you are, out in the fleet, minding your business when suddenly you hear it. A rumor that your ship is decommissioning or changing homeport. Your heart starts pounding and you break out in a cold sweat. You had planned to homebase in the area and now, through no fault of your own, you're thrown into a world of uncertainty. Where do you go from here?

Welcome to the world of ship decommissionings and homeport changes. We are part of PERS-409, Sea Special Programs. We deal with these issues on a daily basis and it's our job to

give you the facts so you can make an informed decision. Hopefully we can put your mind at ease and help you make the transition a smooth and relatively painless one if it's going to happen.

Fewer ships are being decommissioned than in years past, but if it happens to you there are some things you can do to minimize the impact.

The first thing we will do is schedule a demanning conference for the ship once an official decom date is announced. It's best if you have some realistic expectations. If your ship is in Norfolk, chances are you will go to another ship or shore station in the same area if there's a billet available. Your detailers do not have a bottomless pot of money to send you coast to coast or overseas. Also, if you have sea duty remaining expect to go back to sea. Chapter 14 of the ENLTRANSMAN has specific

Continued on page 14

New construction screening requirements

Only the best Sailors are eligible to commission a ship in the United States Navy. This is a demanding assignment and requires the highest level of performance from everyone. Everyone ordered to new construction duty must meet the following minimum standards:

- No conviction by court martial
- No NJP past 12 months

- No indebtedness problems (1 letter of indebtedness could be a cause for disqualification)
- No serious health problems (must be fit for sea duty)
- No drug or alcohol problems in the last 12 months
- No evaluation mark below 3.0 in any area last 24 months
- Must be able to OBLISERV prior to high year tenure - 24 months past ships delivery

Information is outlined in chapter 12 of the Enlisted Transfer Manual.

If you are interested, please contact your rating detailer and request to be released to new construction. The ships listed below are now under construction and available for assignment.

If you have any questions or want more information on ships under construction please call me at DSN 224-5609 or commercial (703) 614-5609.

AZ1(AW) Anjanette M. Martin
Surface New Construction Detailer
PERS- 409CD2

New construction ships available for assignment

Name	Homeport	Delivery Date	Detailer
BonHomme Richard LHD-6 ..	San Diego.....	May 1998	AZ1(AW)Martin
Bridge AOE-10	Bremerton, WA	March 1998.....	AZ1(AW)Martin
Pearl Harbor LSD-52	San Diego.....	Feb 1998	OSC(SW)Cass
Raven MHC-6	No homeport-LANT	Apr 1998	IC2(SW)Wells
Shrike MHC-62	No homeport-LANT	Oct 1998	IC2(SW)Wells
Mahan DDG-72	Norfolk	Sept 1997.....	RMC(SW)Deason
Decatur DDG-73.....	San Diego.....	Dec 1997	RMC(SW)Deason
McFaul DDG-74	Norfolk	Feb 1998	AZ1(AW)Martin
Donald Cook DDG-75	No homeport-LANT	Aug 1998.....	RMC(SW)Deason
Higgins DDG-76	San Diego.....	Oct 1998	RMC(SW)Deason
O'Kane DDG-77.....	No homeport-PAC	March 1999	IC2(SW)Wells
Porter DDG-78.....	No homeport-LANT	Dec 1998	AZ1(AW)Martin

Decom – continued from page 13

guidance for determining where your next assignment will likely be.

Next, when the time comes at the conference for you to make a decision, be prepared to do just that. Talk to your family before coming to the phone. Some rates will have three or four choices,

while others may only be offered one.

Third, update your duty preference sheets. Your command career counselor will be making the rounds to ensure everyone has a complete, up-to-date form on file. Any special circumstances such as spouse collocation, 'A' or 'C' school requests, HYT waivers, early out requests,

or EFM cases should be started as early as possible. That way, when the conference rolls around everyone's status will be known.

We hope this helps make such a trying time a bit more manageable. As always, it's a pleasure to hear from those of you out in the fleet. Please don't hesitate to call us with any questions.

ET1(AW) Susan M. Buckley
Decom/Homeport Change Coordinator
PERS-409

PQMS – continued from page 11

(NAVPERS 1306/7) for PQMS duty 8-10 months before your PRD. Your package should include a favorable endorsement from your commanding officer on command letterhead, and copies of your last 36 months performance evaluations. Personnel must be released from their rating detailer prior to assignment in special programs.

For more information refer to ENLTRANSMAN 9.48/9.60, SECNAVINST 1306.2. and DOD directive 1315.9. You may also contact me directly at DSN 225-2981, commercial (703) 695-2981, or by e-mail: p4010f2@bupers.navy.mil

MSC(SW) Doug R. Marsh
Flag/PQMS Detailer
PERS-4010F2

Good to know *What can CREDO do for you?*

Help with important issues and decisions in life, and provide an opportunity to:

- develop personal and spiritual growth
- establish priorities in life
- improve relationships (home and work)
- set goals, dreams, aspirations
- resolve issues that still affect you
- help you enjoy life more
- overcome fear and pain
- learn to handle anger constructively
- become a better leader
- learn to forgive, to accept others
- make quality time for yourself
- find new goals and new energy
- improve communication skills
- establish new friendships
- strengthen a marriage
- build self confidence

Link Online ...
<http://www.navy.mil/homepages/bupers>



From the branch head

A quick note

Congratulations to the FY98 CPO selectees! Competition was keen and our new chiefs should feel proud that they are among the elite few. This board pointed out, again, that sustained superior performance in tough assignments is what it takes. EO1 Hoskyns, a recorder on this board, has written an article that is inside this edition. It is definitely worth reading.

From the RAO

Assignment policy changes

There have been two recent assignment policy changes that will affect Seabees. Although specific guidance is in NAVADMIN 148/97, I'd like to outline the major points.

Modification to military couple assignment policy for first-term Sailors

New accession and first term personnel who are military couples may be simultaneously assigned to sea duty consistent with the needs of the Navy and the members' training.

Our goal is to avoid these involuntary assignments, but the availability of billets may dictate

otherwise. When involuntary assignment is required, every effort will be made to achieve geographical collocation.

The senior member of E1 through E4 military couples is entitled to BAQ/VHA at the single rate while simultaneously assigned to sea duty.

See your command career counselor for guidance on submitting Military Couple (Spouse Collocation) Assignment requests.

Reversion of Type 6N duty to Type 6 shore duty

Effective 1 January 1998, duty stations which were identi-

EACS Lux relieved EACS Kauffman as the assistant enlisted community manager. EACS Kauffman performed superbly during his three year tour in the Bureau. Through his hard work and dedication, the Seabee community has "healthy" retention and advancement opportunity, and personnel readiness in deploying units is excellent. We wish him fair winds and following seas. EACS Lux has come up to speed quickly and we are both standing by to assist your command with any community management issues that you may need assistance with.

Have a safe Seabee day.

LCDR Mason Crum
Branch Head
PERS-401/221R

fied as Type 6N (Neutral Duty for rotational purposes) will change to Type 6 Shore Duty.

This change will not affect personnel who reported to the applicable duty stations prior to 1 January 1998 (i.e. their tour will still count as Neutral Duty and their sea/shore rotation upon completion of the Neutral Duty is based upon the type duty performed prior to the Neutral Duty).

Type 3 duty will remain as Sea Duty for rotational purposes.

See Chapter 4 of the Enlisted Transfer Manual for a complete listing of affected areas.

LT Rick Taylor
Seabee Rating Assignment Officer
PERS-401C

BU, SW, EA E6 & below – Planning is essential

The time to start planning for your next set of orders should not be when you first enter the detailing "window" (nine months before your PRD). I highly recommend that you start looking at your options at least 12 months before your PRD.

Begin talking to your command career counselor (CCC), CPO, or LPO to get an idea of the available options. Assess your goals, both short and long term. What is it that you want to do for the next three or four years? Knowing this will help you

achieve both your personal and professional goals. Ask yourself the following questions:

- What duty assignments am I eligible for? Sea, shore, overseas, etc...
- Am I eligible for any incentive programs? SRB, lateral conversions, schools, or OTEIP.
- Do I want to apply for any special programs such as LDO/CWO, EEAP, or UCT?

Continued on page 16

Plan ahead for Fleet Reserve requests

Recently, we have received many questions from some of our senior Seabees concerning the status of their Fleet Reserve requests. As with most requests forwarded to BUPERS, Fleet Reserve requests are "staffed" and forwarded through a somewhat lengthy chop-chain.

Below are some of the "stops" the request must make, information which must be included to preclude delays in processing, and general information of interest to service members who are approaching retirement.

The Chop-Chain

Requests are received by the Enlisted Retirements Branch, PERS-823/273 and the chop chain begins.

PERS-823/273 acknowledges receipt via naval message to the service member's command.

PERS-823/273 puts information specific to the request and service member data (see below) onto a staffing sheet and routes this through the detailing and enlisted community management branches for recommendations.

PERS-823/273 then sends a message of intent to the member's command if the request is approved, or notifies the

member's command of an alternate, acceptable Fleet Reserve date. This usually takes approximately 15 working days.



Request information, service member data

Requests must include key information such as Fleet Reserve date, the number of days of permissive TDY, terminal leave requested, date of most recent Good Conduct Award, most recent PRT results, and commanding officer's recommendation and remarks (i.e. is a contact relief required if member is requesting a date that is prior to his or her PRD?).

Service member data included on the staffing sheet includes complete name, SSN, current rate, active duty service date, pay entry base date, current enlistment date, EAOS, PRD, number of enlistments, date of birth, date received on board current command, and command UIC and title.

General information

Minimum activity tour (MAT) or DOD area tour requirements must be met (if not, a waiver will also have to be processed).

If frocked, members must be getting paid at the higher pay-grade for at least one year and have completed a MAT.

A combined maximum of 100 days permissive TDY and terminal leave is authorized.

If you have further questions concerning a Fleet Reserve request, refer to 3855180 of the Naval Military Personnel Manual (MILPERSMAN), or call your detailer.

Congrats, new CPOs

Finally, the Seabee detailers would like to extend our congratulations to all the Navy's newly selected chief petty officers. Well done.

*UCCM (SCW) John R. Thomas
Seabee E8/E9 Detailer
PERS-401CC*

Planning – continued from, page 15

- Am I eligible for special duty programs? Recruiter, recruit division commander, brig duty, or physical security.

Information and specific requirements for each of the enlisted programs are in the Enlisted Transfer Manual and/or Military Personnel Manual. Understanding the options that you have available will make your detailing experience much more pleasant and productive. It may also prepare you to make the quick decisions needed while on the

phone with your detailer. If you have to call back later the billet you were previously offered may be gone. It will also provide you with the background to ask the appropriate questions.

Planning is essential to ensuring that you receive the billet you need to stay competitive with your peers. There are many ways to get to the top, so when you contact your detailer please try to be flexible and always have an alternative plan.

*SWC(SCW) David Thiedeman
BU/SW/EA E6 and below Assistant Detailer
PERS-401CE1*

CPO Selection Board insight

I'd like to pass along some of the insight that I gained during a six week stint as a recorder on the FY98 Chief Petty Officer Selection Board. I feel fortunate for the opportunity to gain first-hand experience about the selection board process. It truly was an eye opener for me. I offer the following advice to my fellow "Chief-Wanna-Bees."

Ensure your microfiche is up-to-date and accurate. I estimate that 90 percent of missing paperwork from service member's records was the most recent evaluation. For whatever reason many of these were not incorporated into the members' microfiche. BUPERS receives thousands of evals and it takes time to copy them onto microfiche. If you think that yours goes to the top of the pile because you're up for chief, you're sadly mistaken.

There's one way you can ensure that the board sees your complete record. Review your mi-

crofiche before-hand and if something is missing, send a package to the board. However, if you must correspond with the board, supply only important stuff, such as evaluations or awards (don't send the lovely note from Aunt Helen saying your presence on Career Day at cousin Ernie's kindergarten class was a hit). Remember, every service member is responsible for the accuracy of his or her microfiche.

So, what does it take to get selected? Although there is no "cook book" answer, you need to understand the following: warfare qualification is important; the "tough" jobs carry a lot of



weight; consistent, top-notch performance at every duty station is key; military and off-duty education is considered and physical fitness and military bearing are also important. As you've probably heard time and again, sustained superior performance is the primary factor.

I'm back in the office and in the full swing of detailing again. Stay in touch.

EO1(SCW) Walter Hoskyns
CM/EO E6 and below Asst Detailer
PERS-401CF1

CE, UT, MUSE – Special programs for Seabees

Seabees have a number of special duty assignments available to them that are not directly related to the Naval Construction Force. Some of the programs include: recruiting, physical security, SERE instructor, DAPA counselor, brig duty, NAVLEAD Instructor, and recruit division commander. Requirements for these special programs include the following:

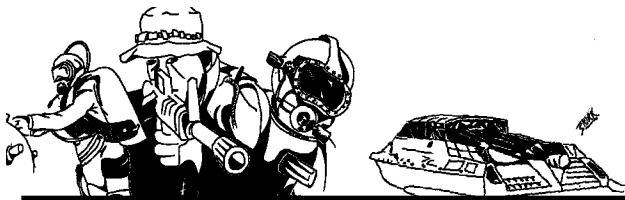
- Eligible for shore duty (there are a few exceptions for physical security duty at remote locations)
- Meet all screening requirements that apply to the program (requirements specific to each program are in the Enlisted Transfer Manual)
- Recommended by your commanding officer

- Made available by your detailer to the Special Programs Branch (PERS-4010).

Normally, Seabees are not released to a special program until four to five months from their PRD. This ensures that we are able to fill valid Seabee billets. However, due to the importance placed on these programs, exceptions to this policy are sometimes made.

Special programs provide an opportunity for interesting and rewarding tours of duty outside your rating. They are essential to a well-rounded portfolio and (especially recruiting and recruit division commander assignments) are viewed by advancement boards as challenging, demanding shore duty assignments. They also offer Seabees the opportunity to go to an area where there are few or no Seabee billets. For more information on special programs, see your command career counselor, refer to the Enlisted Transfer Manual, or give us a call.

CEC(SCW) James Milletary
CE/UT/MUSE E-6 and below Asst. Detailer
PERS-401CD1



EOD, SEAL, Divers & SWCC

From the RAO

Special warfare assignments

Many diverse and challenging assignments are out there for our community. The EOD school is moving to Eglin; SEALs are needed to fill billets at world wide special operation command staffs; fleet divers are needed to work with SDV Team 1 in Pearl Harbor, and motivated SWCC Sailors are needed to help SBU 20 get MADS on line.

EOD, SEAL, divers & SWCC – What do they do?

There's a new program online for boat crews. We owe a special thanks to our Community Manager LCDR Veazie for getting the SWCC Basic Course added to the career schools list. This makes the STAR advancement program available to personnel who graduate from the SWCC school. NAVADMIN 168-97 covers the qualifying dates. You may be qualified for advancement to E4 or E5 under the STAR Program instruction.

Speaking of advancement, I would like to congratulate our new recently selected chief petty officers. Selection this year was very tight. The small number of boat guys selected is a reflection of that. If you weren't selected, review your microfiche and ESR to ensure all is in order. Pay close attention to your evaluations – you should be evaluated on your leadership and management skills as well as involvement in

the command. Ensure that your total TAD days for the year are included. You know how much time you were away from home, but many others (including the folks that sit on advancement boards) are not familiar with Special Boat Units (SBU) and do not understand the intensity of SWCC OPTEMPO.

Many people think that sea duty without a USS in front of it can't possibly be that demanding. Having served in both USS and SBU areas, I can assure you that what we do carries with it the same demands and responsibilities of time and leadership as our surface warfare counterparts. It is our job to ensure that we educate those not familiar with the SWCC community about what we do. Specifically, when working with amphibious ready groups, squadrons, and ship's force, invite the command master chief to see the mission planning

The jobs are out there. We are looking for people to fill them. Remember to call us and be flexible. Our communities need dynamic Sailors to take charge in challenging assignments. We have many jobs outside the EOD DETS, SEAL Teams, Dive Lockers, and SBUs. Front sight focus and excel. I know you will.

We are doing great in the recruiting wars. BUD/S has more qualified Sailors attending than ever and dive school is filled up as well as the SWCC selection course. You are our best recruiters. That young Sailor is your future replacement and the future of our community. It is in our best interest to understand that when interviewing and giving the screen test, you are signing off on our community's future. What you are signing is saying that you are willing to take that Sailor onboard as your dive buddy. PERS-401D trusts your word on that candidate screening. Take it serious.

Stay in contact with us. E-mail seems to work great, especially when deployed.

Keep up the good work and keep your head down.

LCDR Steve Grzeszczak
Rating Assignment Officer
PERS-401D

and gear preparation phase. Talk about the number of deployments you've made in one tour and the TAD training days away from home. Key in on your leadership roles. Mention personnel and equipment you are responsible for, the cost of the equipment, the planning involved (troop movement, messing, berthing, load planning, fueling, ammo, comms, etc.) and the many other things involved in ensuring your mission is successful. Whenever you have the opportunity to demonstrate your capabilities, take advantage of it.

Keep up the good work, and remember that you are the special warfare combatant crew community of future.

God, country, and fast boats!

BMCS(SW/CC) Sam Brown
SWCC Detailer
PERS-401DI

SEAL (E6 & below) – Improving the community

The naval special warfare community is manned at only 88 percent. We are just keeping our heads above water with the input of BUD/S graduates and the loss of senior SEALs who are separating or retiring from the Navy. To increase our manning, all SEALs must continue to recruit young, eligible, motivated men desiring a challenging career.

I often get questions about SEALs wanting to switch coasts. We will do this where it makes sense and unit manning permits. These moves can strengthen the community by diversifying a member's experience.

The community needs more language speakers. All petty officers should take the DLAB test as soon as possible. If your score is

high enough I will send you to DLI at Monterey, CA for language training at your PRD. If you are moving overseas and there is space available, your spouse may also be able to attend the training.

Congratulations to our newly selected CPOs. Now is the time for them to take on greater responsibility and accountability. They will continue to cultivate the CPO community and carry on a long tradition of SPECWAR leadership. If you were not selected, you will have to stay ahead of your peers in all respects. If you did not make the board, buckle down and study harder.

As in-service recruiter, I was given the opportunity to speak to the Ninth Annual Navy Career

Counselor Symposium. The SEAL/EOD/Diver/SWCC communities are manned between 85 and 90 percent and are always looking for qualified members to apply. I hope the positive feedback I received from the symposium will correlate in to more dates filling our basic school seats.

My relief, HTC Bob Edwards from SEAL Team Three will be on board in November. I know he'll do an outstanding job. I've enjoyed this job and look forward to my next job at SEAL Team Eight.

*BMCS(SEAL/EOD/SW/SS) Mike Williams
SEAL Detailer E6 and below
In-service Recruiter for SEAL/EOD/Diver/
SWCC
PERS-401DE1*

EOD – New school on track, 'disappearing' shore billets

Here's an update on several of the changes that have occurred in the EOD in the last year.

On my last visit to EODS Det Eglin I had the opportunity to tour the on going construction of the new school's facilities. Everything was on schedule and looked good. Barring a catastrophe, EODS at Indian Head should be moving down on schedule (first quarter of FY99). While I'm on the subject of schools, we have a new "sky god" instructor billet at Ft. Benning, GA. This billet requires the 9502 NEC, so you will have to go to Instructor Training school en route if you don't already carry the NEC. I'm also trying to work a deal out with TEU TWO for a free fall quota for anyone who gets assigned there.

We now have two German PEP billets. Anyone interested in these two slots should contact me at least two years before their PRD.

Things to consider when looking at these positions include the number of dependents you have, Language school requirements and length of the school. Lessons learned from the first German PEP candidate indicate that the position should prob-

ably be unaccompanied due to the remote location. Remember, you must pass the DLAP test with a minimum score of 90 or better to be considered for this billet.

In the past several months I've noticed that the manning at our shore detachments has been decreasing. This has already caused some of you, who were scheduled for shore duty at a certain detachment, a considerable amount of distress when you were notified that your billet had just disappeared. There are two ways of dealing with these disappearing billets. One is to extend at your present command until a slot comes open at that detachment, or investigate the possibilities of going somewhere else. With any luck we've seen the last of the shore duty billet reductions.

We have some big changes in the works for EODMU 5 in Guam. They now have a DOD school, and it will be able to handle all grades through high school. The big news is that we're extremely close to making the 533x billets in Guam a three year tour vice two.

E-mail is working out well, so if you are deployed and are e-mail capable, my address is in the back of the Link, just make sure your return address is correct.

*TMCM (EOD) George Torres
EOD Detailer
PERS-401DF*

Divers – Community snapshot looks good

On 23 July the Navy retired its most senior master chief petty officer and senior master diver, MMCM(SS/SW/MDV) Dennis Wiley. As the fleet diving detailer for the past three years he accomplished more than most in our community will ever know. Fair winds and following seas master diver, you will be missed.

I am slowly getting the in's and out's of this job under control and should be out of the "just enough knowledge to be dangerous" mode any day now. A quick snapshot of the diving community shows that we are healthier than we have been in a long time.

The second class diver pipeline is full and will soon be flowing into the many open billets out in the fleet. First class divers are manned at 95 percent but are projected to be at 88 percent nine months out. If you are a second class diver up for orders be sure to tell me how eager you are to attend first class diver training and our conversation will go much smoother. Master diver billets are 97

percent manned and we have two full classes waiting in the wings for those remaining three billets.

Once we are at 100 percent, future master diver evaluations will be put on hiatus until new billets come on line or billets become available through attrition. Senior chief petty officers must still qualify IAW MILPERS 1410380 in all respects for master diver evaluation training within two years of selection for advancement. I am a firm believer in the move up or move out philosophy.

I will do my best to give every diver the opportunity to obtain career enhancing billets be ready to take them, East Coast, West Coast, or overseas.

I look forward to working with everyone in our community and will try to make negotiating orders as painless as possible, while always keeping the needs of the Navy and the diving community first and foremost.

*BMCM(MDV) Barry Burgess
Fleet Diver Detailer
PERS-401DC*

Notes from senior SEAL detailer

I have been encouraging, and continue to encourage, SEALs to get out of their lay up point and recon some other billets in our community.

With the support of our admiral and our force command master chief (CMC), we now have five senior enlisted at all the theater SOCs. Our tentacles are reaching into areas not touched before. This integration will help further establish our foot print in the joint arena and provide our future CMCs with improved visions of the future. Look down the road to see where these billets and others fit into your career in SPECWAR.

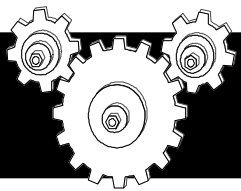
Much focus is being put on our professional development. In fact it was one of the main topics for discussion during the summer SPECWAR C/MC conference. The CMC forum is determining what the career/training path the SEAL of the future should look like. Your input to this process is

important. Please take the time to "look outside the box" for improvements and work them up your chain of command.

A Very Shallow Water Mine Counter Measure (VSWMCM) Unit, in San Diego, is being established to focus a joint team (SEAL, EOD, Marine RECON). This unit will be working with the latest underwater survey equipment, marine mammals, and will be world wide deployable. The CNO and SPECWARCOM have put this mission area near the top of their priority list.

Other new billets are coming on line at Annapolis and the Office of Naval Intelligence (ONI). Keep reading the news letter for current billets, talk with your CMC and career counselors to map out your assignment opportunities and options.

*ENCM (SEAL) Greg A. Philpot
Senior SEAL Detailer
PERS-401DE*



GS (E7-E9) – Earning your keys to the CPO Mess

I'm GSCS(SW) George W. Wolfe, the new E7 to E9 GS detailer. I would like to wish "Fair winds and following seas" to GSCS(SW) Nadeau as he moves on to a new and challenging job.

I would also like to congratulate all the new chief petty officers. Here are a few things the CPO Selection Boards look for:

- Warfare qualification.

- Sustained superior performance, especially in leadership positions.
- Experience in a variety of assignments. For example: if you go to an instructor billet for your shore duty tour and stand out from the group by getting your master training specialist (MTS) certification. At sea, you take the tough assignments and earn your qualifications early.
- Further education and active community involvement.

All the above are important so make sure your service record is complete and accurate.

Since GSs continue to have more sea billets than shore billets in the fleet concentration areas, homebasing is difficult. Start negotiating when you are within nine months of your PRD to enhance your chances of matching a priority billet with a billet you want. Maximize your negotiating window by calling early.

The GS detailing team looks forward to serving the fleet in the future. Remember you can contact your detailer by phone or e-mail.

GSCS(SW) George W. Wolfe
E7-E9 GS Detailer
PERS-402CG

MM – *Helpful tips in negotiating for orders*

Hail and farewell to MMCM(SW) VanHoose and MMCS(SW) Capehart. Master Chief VanHoose reports to BUPERS from USS *Stennis* (CVN-74), in Norfolk. He relieves Senior Chief Capehart as the MM E8 & E9 detailer. Senior Chief Capehart transfers to USS *LaSalle* (AGF-3) in Gaeta, Italy.

I am MMC(SW) Taygon, the MM E5 detailer. I report from USS *Cleveland* (LPD-7) in San Diego. Nothing would make my day more than to be able to say yes to every request that crossed my desk. Unfortunately, this is not always possible. While we are concerned with the needs and wants of Sailors and their families, we also have to consider the requirements of the fleet and support activities.

How the system works

Billets are generated by the Enlisted Personnel Management Center (EPMAC) in New Orleans

in accordance with the Manning Control Authority (MCA) requirements.

There are four MCAs: PACFLT, LANTFLT, BUPERS, and RESERVE. Each MCA, in conjunction with EPMAC, prioritizes billets on the requisition.

Billets are prioritized using criteria such as deployment schedules, activity manning percentages, date prospective gain is needed, and mission assignment. Some billets are also assigned a CNO or MCA priority to further prioritize the requisition file.

The requisition is update twice a month and the dates can be found on the back cover of *Link* magazine. The first requisition update of each month looks forward an additional one month for a total window of nine months.

The second update of the month removes billets that are filled and adds billets due to un-

planned losses, etc. Detailers fill requisitions in order of priority; however, some flexibility is available in the negotiation process to accommodate individual needs.

One year before your PRD we recommend you consider your intentions for a follow-on assignment. Consult with family or friends to come up with several realistic options. Use your command career counselor as a sounding board to discuss your intentions. Planning your future is very important, don't wait for the last minute.

Nine months before your PRD, call your detailer and let us know your desires. If your request is reasonable but we don't currently have the job or location you want, we will recommend you call back when the requisition updates. If we don't feel the billet you're looking for will be avail-

Continued on page 22

MR, IM, OM – Special programs still a good career choice

I'm MRC(SW) Harris and I recently relieved MR1(SW) Drew. I wish him the best and thank him for the outstanding job he has done during the past three years. I am looking forward to working with you during my tour at the Bureau.

As many of you already know, shore duty options are extremely limited. The primary billets available at this time are in Norfolk, New London, CT, and Mayport, FL.

If location is a priority in your next move, consider a tour in special programs, i.e., recruit

division commanders, physical security, etc.

These billets offer career diversity, help with your advancement, and prepare you for going back to sea. Priorities vary month to month, and although you have nine months to negotiate for orders, remember that special programs require screening and that takes time.

My recommendation to everyone who wants to be released: contact your detailer once you are in your nine month window, and ensure that all your in-rate tickets are punched. Keep in

mind that it is more difficult to obtain the training needed for advancement while assigned to special programs duty, so be qualified and be ready for the next paygrade in all respects.

In closing, I would like to give my sincere congratulations to our new chief petty officers. I would also like to remind everyone to keep using the BUPERS Access, e-mail, and voice mail when contacting your detailer. This has greatly assisted us in keeping the communication lines open.

MRC(SW) Francis Harris
PERS-402DE1

MRC(SW) Shawn Burns
PERS-402DE
MR/IM/OM Detailers

HT – Making detailing easier you and us

I would like to bid the HT community and the BUPERS team farewell as it is time for me to embark upon another sea tour. Now let's get down to business ... here are a few tips to make the detailing process easier.

See your command career counselor before calling your detailer. Your career counselor can answer many of the questions about rating conversions, special programs, and special requests.

Repair facilities account for the majority of shore billets available to HTs. Recruiting and recruit division commander duty are challenging and very rewarding jobs. You will receive a number of attractive benefits in these special programs. See your command career counselor for more information.

Stay flexible about relocating to a new duty station. While we do our best to accommodate

homebasing requests, the needs of the Navy come first, and you may be limited in your choices for your next duty station.

If you want a "C" school, tell your detailer when negotiating for orders. You are required to fill a billet coded for the NEC you earn. Again, negotiate early. If there are no billets requiring the NEC you desire you will not be eligible for the school.

Call your detailer when you get within nine months of your PRD to begin the orders negotiation process.

You can call or e-mail; consult the back page of the *Link* for more information.

HT1(SW) Darrell Hack
E-5 "C" Schools Detailer
PERS-402 DF1

MM – continued from page 21

able, we will negotiate other alternatives. It is our goal to have orders written within three months of your PRD to give sufficient lead time for check out and transfer. If you don't have orders at three months before your PRD, you need to select what we offer

or be subject to being issued orders in accordance with Manning Control Authority priority.

If you want a "C" school en route to your next assignment let us know before we write the orders and we'll look for a billet that requires the NEC you're requesting. If you wait until after

orders are written to request the school we will not be able to approve the request. Again, plan to make your next move a smooth one.

MMC(SW) Ed Taygon
MM E5 Detailer
PERS-402CF3

IC – Shore duty billets

I receive many calls from shipmates on LANTFLT ships looking for shore duty in Norfolk or Mayport. The homebasing concept is a terrific idea for family stability, but it can only work if there are shore duty billets available.

I will use the East Coast as an example but the same is true for the West Coast and other fleet concentration areas. There are approximately 87 IC shore billets in the Norfolk area and 11 in Mayport. Twenty-eight of these are khaki billets. In a typical nine month detailing window there are about 160 IC Sailors rotating off LANTFLT ships while at best only 20-25 shore billets available. It isn't hard to do the math and understand the dilemma.

Advancement is tight. I field numerous calls from the community asking, "What does it take?"

There are two very wise choices to consider: recruit division commander (RDC) and recruiter.

Let's talk about becoming an RDC in Great Lakes. A tour as an RDC will be one of the most rewarding and demanding jobs you will encounter. This unique duty gives you a chance to directly mold the Navy of the future. Three RDCs are now assigned to each division of recruits (84-88 recruits). Benefits include: special duty pay from \$165 - \$220 per month, 18 months sea duty credited to your next sea tour, and a special clothing allowance of \$276 - \$300.

This is the time to step up and become a recruit division commander. All IC2s and above who are up for shore duty and meet eligibility requirements please apply. If you're interested, please give me a call (or better yet send an e-mail) today.

ICCS(SW) James G. Stark
E6-E8 Detailer
PERS-402DC

EN – New chiefs, new detailers

Congratulations to the new chief petty officers. This year's CPO Selection Board looked for ESWS qualifications, EOOW letters, out-

standing evals, and tough shore duty (recruit company commander, and instructor preferred). Lack of ESWS qualifications and PRT failures accounted for the majority of the down marks in the board.

Remember, it is your responsibility to make sure your personal information is correct and updated on your microfiche, including special awards.

We would like to welcome EN1(SW) Davis as a new detailer at PERS-402. She is the detailer for E-4 and below. ENC(SW) Sheldon is taking over as the E5 and schools detailer, ENCS(SW) Van Dyke is now the E6/DEI detailer, and ENCM(SW) Hall is the E7-E9 detailer.

ENCS(SW) Scott Van Dyke
E6/DEI Detailer
PERS-402DG1

EM – NECs track strength, ID billets

I am EM1(SW) Deguzman and I relieved NC1(SW) Fortson as the electrician's mate E4 and below and EM "A" school detailer. My last duty station was the USS Kitty Hawk (CV-63).

I get many questions about NECs. The Navy Enlisted Classification (NEC) system supplements the enlisted rating structure in identifying personnel on active duty and billets in manpower authorizations. The NEC coding system is the way to manage enlisted professional skills, as well as manage the funding it takes to support professional training. NECs track the enlisted strength of the Navy, particularly petty officer allocations. Personnel required to support ratings and special programs must be identified by

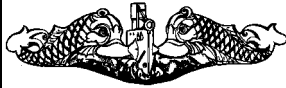
the correct combinations of rates and/or NECs.

The schools listed below will earn a specific NEC upon graduation.

If you have an NEC, there is an excellent chance that you will be offered and assigned to a billet where you can use that NEC skill.

EM1(SW) Benjamin Deguzman
EM E4 & Below/ EM "A" Schools Detailer
PERS-402CD3

School	NEC	School location
DD-963 Pipeline	4626	Great Lakes, IL
FFG-7 Aux. Elec. Systems.....	4632	Great Lakes, IL.
Minesweep Electrician	4666	Ingleside, TX.
UNREP Electrician.....	4668	Little Creek, VA.
Elec. Cargo Weapons Elevator ..	4671	Great Lakes, IL.
Steam Catapult Electrician	4672	Lakehurst, NJ.
Electric Motor Rewind.....	4615	San Diego and Norfolk
LAMPS Mk III Tech.	4673	San Diego & Norfolk



From the Asst. Branch Head, Asst. Community Mgr

The MMS merger

The MMS rating merger is complete and questions linger over why it was necessary. The most important reason was the significant dollar savings as a result of combining both the TM and MM "A" schools into a single "A" school in Groton. The reduction in infrastructures, including such needs as instructors, berthing, and classrooms made placement at NAVSUBSCOL possible.

Additional PCS savings were achieved by moving the "A" school to Groton, reducing the number of training moves for Sailors. Recruiters are now able to look for a single type of MM, making that process easier.

The two types of machinist's mates are being managed separately. The auxiliary division and the torpedo division remain under the respective cognizance of the engineer and weapons officer. BUPERS will detail Sailors to the fleet based on their NEC. An auxiliaryman will not be detailed to fill a torpedo

division billet or vice versa. Also, shore assignments are identified by NEC for the type of MM required to fill the billet; the detailers will match the Sailor to the billet based on NEC.

The merger has also made it easier on the community manager. As submarine manning changes, the flow of Sailors into each "A" school training branch can be adjusted, ensuring the correct levels of each type of MM is provided to the fleet. Enlistment bonus levels, selective reenlistment bonus levels, temporary early retirements and E4-7 advancements are based on the manning levels of each type of machinist's mate.

NEC snag on March advancement cycle

A new problem was revealed during the March 1997 advancement cycle. Many MMS strikers advanced to MM3 do not possess the 4230 or 4232 NEC and can't be properly accounted for within the auxiliary or torpedo division. It is important that each submarine with MMS strikers request the appropriate NEC for the Sailor as soon as possible after determining the branch in which he or she wants to strike. This will allow the detailers to effectively account for the manning in each division.

*LCDR D. C. McDonnell
Asst. Branch Head
PERS-403B*

Submarine special projects

'Hot Runners' only need apply

Submarine special projects is a collective of organizations involved with the research, development, test and evaluation of ocean engineering systems under the cognizance of the Chief of Naval Operations Special Projects.

Volunteers only

Special projects assignments are purely voluntary. If you're considering applying, apply early. BUPERS looks at special project billet vacancies 18 months ahead of time to allow for security clearance (SSBI) processing. All special projects personnel **must** complete an SSBI to permit security access as high as special

compartmented information (SCI). SSBI processing can require 18 months of effort.

To volunteer for special projects, submit a NAVPERS 1306/7 to your detailer requesting to be released to special projects.

Once released, a CNO personnel security specialist will personally interview the applicant and screen both service and medical records. If selected, an SSBI will be initiated by special projects.

Even though special projects works in a relatively large assignment window, orders are not issued until the selectee is within the normal detailing window, about nine months before PRD.

Almost all special projects activities are Type-2 sea duty, with USS *Parche* (SSN 683), USS *Parche* Ocean Engineering Augment and Detachment Sierra drawing sea pay and accumulating TOSS.

Despite periodic billet vacancies, the competition for these special assignments is tough. Your professional performance, leadership, and personal commitment, as reflected in performance evaluations and NAVPERS 1306/7 endorsements, are the primary selection criteria. If you're a "hot runner" and want to try something different, consider applying for special projects.

*YNC(SS) Kevan Van Fleet
CNO Special Projects Detailer
PERS-403CC*

Sub nuc CPOs – PST waivers available

My heartiest congratulations to our new chief petty officers. Don't rest on your laurels — your journey to the star(s) has just begun.

To advance to senior or master chief, you must maintain the sustained superior performance that earned your recent advancement. You also need to find time at sea to qualify on watchstations outside the engine room. If assigned at prototype, qualify EOOW. It pays big dividends in the end.

Do you want to shave some time off your prescribed sea tour (PST)? Do you need a change of pace, a new challenge? A nuclear instructor tour or possibly an overseas tender tour may be for you. PST waivers of up to one year, with some restrictions, are available to chiefs.

Submitting your 1306/7s about 12 months before your PRD provides the best chance for a shot at Naval Nuclear Power Training Command (NNPTC) or Nuclear Power Training Unit (NPTU) Instructor assignments. **Ensure that all the requirements of Chapter 10 of the Enlisted Transfer Manual are included in your duty request.** This will speed up the screening process and provide faster response from us.

The NNPTC move to Charleston is still on for 1998 and the need for extra instructors has

been filled. Seventy-five percent of our shore duty will exist in Charleston after next year, so the majority of nuclear-trained Sailors will likely experience assignment to this area sometime during their careers.

CPO placement

What does CPO placement at sea mean to you and your command? Contact relief is the name of the game today at sea and unplanned losses throw a big monkey wrench into the works. Unplanned losses create a ripple effect in the detailing process. It may result in a "divert" of an inbound prospective gain from another unit or the cross-decking of a chief in excess at another sea command. Every effort is made to minimize or eliminate gapped billets at sea. When needed to avoid billet gaps, a new BUPERS initiative, the CPO to Sea Policy, can be invoked as a last resort. CPOs with more than two years on their present shore duty tour could be required to fill vacant at-sea billets in their present fleet concentration area (FCA). This will increase sea manning without incurring additional permanent change of station (PCS) costs. This is absolutely a policy of last resort to fill a high priority CPO billet. Also, a chief approaching transfer without an

identified relief may be asked to stay onboard longer until contact relief is available. Please be patient and keep all lines of communication open with me to expedite the process.

SSN 23 manning update

Initial manning for the SSN 23 will not occur until January 2000. Design school for nuclear-trained personnel will convene in the October or November 1999 time frame.

Last, but certainly not least, Fleet Reserve requests continue to roll in without warning. Your assistance here will help me avoid surprises. Please call or e-mail me before you put in your papers. Each case is different and deserves my advance personal attention, so neither of us is surprised when the request is submitted or the response is generated. Numerous requirements that could affect retirement dates need to be discussed (e.g., three-year tour requirements for nuclear instructors, etc.).

Please contact me, EMCM Beaty, with any questions or comments at DSN 223-1445, commercial (703) 693-1445 or Internet e-mail to p403cd@bupers.navy.mil. I look forward to working with you.

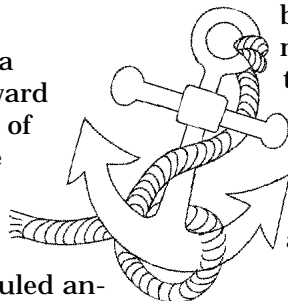
EMCM(SS) Al Beaty
Submarine Nuclear CPO Detailer
PERS-403CD

Good to know

Fouled anchor

The fouled anchor as a naval insignia got its start as the seal of Lord Howard of Effingham. He was the Lord Admiral of England at the time of the defeat of the Spanish Armada in 1588.

During this period the personal seal of a great officer of state was adopted as the seal of his office. The fouled an-



chor still remains the official seal of the Lord High Admiral of Great Britain. When this office became part of the present Board of Admiralty, the seal was retained—on buttons, official seals, and cap badges. The Navy's adoption of this symbol and many other customs can be directly attributed to the influence of British Naval tradition. The fouled anchor is among them.

Sub nuc ET – Assignments by NEC, not rating

Sailors frequently ask to be released to “general” shore duty or Special Programs (MEPS, NACU, Brig duty, etc.) Unfortunately, we cannot always say “yes”, except for designated recruiting and detailing billets.

Being nuclear-trained, we hold “closed-loop” NECs. This means that we are assigned according to our NEC, not necessarily according to our rating (ET, MM, EM). It follows that, in general, these NEC-driven assignments must be somehow related to the supervision, operation, and maintenance of naval nuclear propulsion plants.

There is a significant benefit to this policy. The Navy, in its never-ending challenge to get the most for its budget, finds it is most efficient to use our nuclear power training in as many tours as possible. We are compensated

by special pays and bonuses, but even this is more economical than paying to recruit and train a larger number of new nuclear operators.

Another reason why we frequently cannot release Sailors is even more obvious. We must first fill our own nuclear billets ashore before filling other programs. And, as many of you who have called have discovered, we have a significant need for instructors at the nuclear training commands. We are still offering prescribed sea tour (PST) waivers of up to 24 months for assignment to a Nuclear Power Training Unit (NPTU) and up to 12 months for Nuclear Field “A” School (NFAS) and Nuclear Power School (NPS). All waivers are granted on a case basis, contingent upon relief availability.

There are still a few valid nuclear shore billets available which are not directly related to the operation, supervision, or maintenance of nuclear power plants. For example, recruiting, detailing, and many non-nuclear instructor billets require the 3359 NEC, which is the inactive nuclear (SS) NEC. This is automatically assigned when a Sailor is ordered to an inactive NEC billet related to the nuclear field. Consequently, the billets require assignment of a nuclear-trained Sailor.

If you have any questions, give me a call at DSN 223-1446 or commercial (703) 693-1446. You can also e-mail me at p403ce@bupers.navy.mil. Hope to hear from you!

*ET1(SS) Don Walker
Submarine Nuclear ET Detailer
PERS-403CE*

Sub nuc EM – Manning at sea looking good

EM at-sea manning continues to improve. The key to success for each ship is a continuing dialogue with me addressing the desires of the individual and needs of the command.

EMs are needed at Nuclear Field “A” School (NFAS) and the Nuclear Power Training Units (NPTUs). Looking out through Spring 1998, Ballston Spa has the greatest need for prototype instructors. There will also be various tender duty options available. If interested, submit a 1306/7 with copies of your last two evaluations.

If you are seeking a challenging assignment, I have billets on Submarine NR-1, homeported in Groton. If you desire to qualify EOOW/EDO and possibly OOD, NR-1 is the assignment for you. Review Chapter 5 of the Enlisted Transfer Manual for qualification requirements and submit your duty request to me.

I am still soliciting inputs from individuals who would be interested in relieving me as the submarine EM detailer. You would report to Millington, TN, in summer 1998. Call me to discuss this career option.

*EMC(SS) Steve Kersten
Submarine Nuclear EM E6 and below Detailer
PERS-403CF*

Sub nuc MM – FAQs

I would like to take this opportunity to answer some frequently asked questions about the detailing process. The number one question that most people ask me is, "Where can I go from here?". There are many factors that must be addressed when answering this question.

The most important factor in the process is your projected rotation date (PRD). Your PRD and the take-up-month (TUM) of the billet you desire must coincide. The TUM specifies when a ship or shore duty billet opens due to transfer of the incumbent. If your PRD and the TUM don't match up within the PRD window (-3 months to +4 months), you cannot fill that billet.

Where are the billets? Right now, for first class petty officers, most sea duty vacancies are in Pearl Harbor with a few in Groton and an occasional billet in San Diego or Norfolk. Billets in Kings Bay and

Bangor are very sparse. For second and third class petty officers, billets are open in many areas, especially Norfolk and Groton. First, second, and third class shore duty billets are available in the nuclear training pipeline at prototypes, Nuclear Field "A" School, Nuclear Power School, Nuclear Recruiting Duty, and NIMF Pearl Harbor.

The requisition system displays requisitions nine months into the future. Talking to your detailer at the nine-month window is the single most important thing you can do for your career. The second most important thing you can do is remain flexible. When you call your detailer don't be fixated on one thing; have other options ready. For instance, if the detailer can't satisfy your first choice, have another realistic choice. This way we can both leave the table satisfied.

As always, feel free to contact me by phone, e-mail, or letter.

MM1(SS) Christopher G. Ross
Submarine Nuclear MM/Welder E6 and below Detailer
PERS-403CG

Sub ELT – Communication is the key

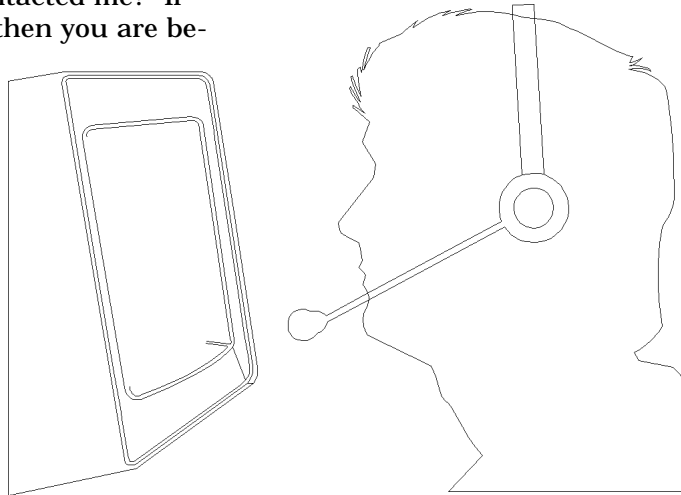
Are you within 12 months of your Projected Rotation Date (PRD) and have not contacted me? If this is the case, then you are behind the power curve.

I routinely receive first time phone calls and E-mail from Sailors who are within six months of their PRD. While you were holding off on contacting me, the billet that you may have wanted

may have been given to someone else. Billets are filled on a first-come, first-served basis. Many of the most desirable billets are filled as soon as they open.

Our requisition system identifies available billets nine months in advance of their opening. I recommend you call me at least nine months prior to your

PRD to advise me of your intentions and desires. If your opera-



tional schedule prohibits contacting me or puts you close to your PRD upon your return, then call me before you leave. This will enable more flexibility in managing community assignments as well as give me more time to find you a billet and a relief.

If your situation requires some special consideration (i.e. HUMS, EFM, etc.), then give me the specifics up front and follow through with all appropriate administration. If I have all of the details I will be able to better serve you in the detailing process.

Summary — shoot straight with me and shoot early.

As always, I will field any and all of your questions, comments, or concerns. If you have any ideas on how I can better serve you, then let me know. My E-mail address is p403ch@bupers.navy.mil

MM1(SS) Ed Reed
Submarine ELT/RADCON Detailer
PERS-403CH

Surface nuc CPO – Start working on that star now!

I have relieved MMCM(SW/AW) Chappell as the surface nuclear CPO detailer and am looking forward to helping each of you achieve your goals both at sea and ashore.

Congratulations to those selected to chief petty officer. Your sustained superior performance and hard work has paid off. Now is the time to make plans for adding a star to that anchor.

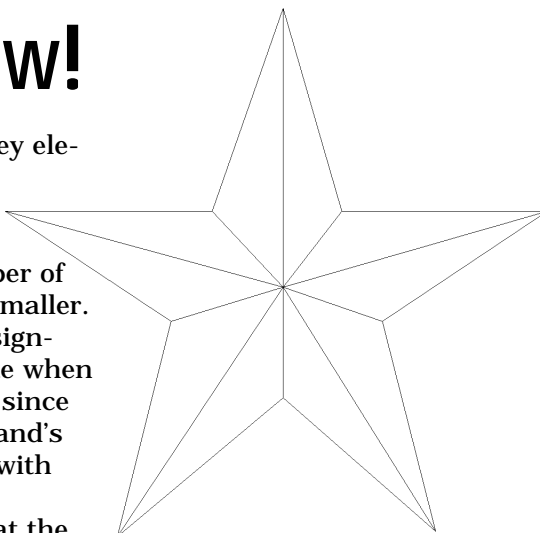
Downsizing has made the selection to E8 and E9 much more competitive. Have you qualified in your warfare specialty? Have you done a tour at NPTU? Tried NPS or NFAS? Made progress towards a college degree? All can significantly increase your chance of putting that star on your anchor.

Write out your goals and place them where you'll see them every day. Sustained superior performance coupled with chal-

lenging assignments are key elements for advancement.

When negotiating orders, realize that as you progress in rank the number of available billets becomes smaller. Keep in mind also that assignment options may fluctuate when board results are released since each sea and shore command's manning picture changes with their promotions.

Finally, remember that the closer you are to your PRD, the less options for assignment are available. Stay in touch. I can't help you unless you help me by letting me know your desires. If submitting requests for special programs or retirement, be sure to read the MILPERSMAN and latest NAVADMIN so that all requirements are met. You're always welcome to visit. Please call ahead so that I can make sure I will be available.



Detailing is not chance. Requisitions are driven by manning and change constantly. Keep in touch so when a desirable billet becomes available I can say "yes." You can reach me by phone at DSN 223-1450, commercial (703) 693-1450, or through e-mail at p403cj@bupers.navy.mil.

ETCS(SW) Larry Tosten
Surface Nuclear CPO Detailer
PERS-403CJ

Surface nuc ET, EM – Informed career planning

Having served as your detailer for one year now I must say the experience has been both very challenging and quite rewarding.

One thing continues to trouble me. As I interact with the fleet, it is apparent that there are too many individuals who lack definite career goals.

If you fall into this category then you need to sit down with your divisional chief and your departmental career counselor and map out concrete milestones. This effort will prove very valuable as you continue in your naval career.

Second, your departmental career counselor is a great resource for career options and identification of billet requirements. If he or she can't help you with a particular issue, please let me know and we will work together to ensure we are getting the "skinny" to the "deck plates."

As a reminder to all individuals ready to roll ashore, the greatest shore duty need is for nuclear instructor duty. I understand not everyone will screen for instructor duty, but you owe it to your-

self and your career to submit an instructor duty request to ensure you are not overlooking this re-

'Goals will prove very valuable as you continue in your naval career.'

warding shore duty option.

Congratulations to all the newly appointed chiefs. This milestone no doubt is a culmination of many years of hard work and consistent performance and you are to be commended.

Finally, remain focused, stay busy, monitor your professional progress and stay in touch.

ETCS(SW) Larry Tosten
Surface Nuclear ET/EM Detailer
PERS-403CK

Sub MM (aux) E6-E9 – First duty is to community

"But senior, I don't want to go to a repair facility. Can't you release me to shore special programs?"

Each release for assignment is handled on a case-by-case basis. All assignments are based on available billets and priorities. My first responsibility as your detailer is to our community. If you are interested in assignment to shore special programs then you should submit an appropriate 1306/7.

The previous two years has been a time of significant change in the submarine community. We have experienced a number of decommissionings, command reorganizations, rating mergers, and homeport changes. Over the next few years, it appears that the dust will finally begin to settle. A majority of our billets are and will continue to be concentrated in Pearl Harbor and Groton, making it

MM(aux) E5 and below – Take pride in molding future

Until recently, the MM auxiliary-man community has been undermanned. If you look around lately you will notice there are many new faces staring back.

You now have more responsibility in the area of training. Take pride in knowing that you are helping to mold a future A-division leading petty officer or even a future chief petty officer. Also, with a division of "heavy hitters" it will be an easier transition for them when you transfer.

When you are within nine months of your PRD you should begin negotiating for orders. This means that you should be ready to accept orders nine months before your PRD. Be realistic and flexible and you will find it much easier to negotiate for orders.

When you contact me there are a few good practices that you should use. When you leave a message for me on the voice mail system, speak slowly and clearly and leave a phone number (in-

likely that most options for assignment will exist in one of these homeports. If you and your family are interested in stability, and the increased probability of remaining in the same geographic location for an extended period of time, then the two best choices are Pearl Harbor and Groton.

In closing, I would like to thank everyone for all the support I have received throughout my tour here at BUPERS. It has truly been a privilege to serve as your detailer, and I wish each of you continued success in all your endeavors.

As I bid fair winds and following seas, join me in welcoming aboard my relief, MMC(SS) Paul R. Weirbonics. His enthusiasm and diverse career history will be very helpful to our community.

MMCS(SS) John A. Walker
MM(AUX) E6-E9 Detailer
PERS-403CM

clude the area code if it is a commercial number). Also, e-mail me at p403cn@bupers.navy.mil.

As you gear up for the holiday season, don't forget that advancement exams are just around the corner. Make sure part of your holiday schedule includes some study time.

If there is any subject you would like addressed in future *Link* articles let me know. It's always better to read about something you want to know about than to read something that I think you want to know.

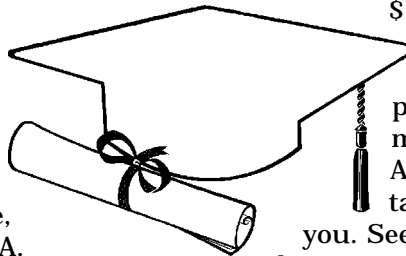
MMC(SS) Michael Mildenstein
Submarine Aux. E5 and below Detailer
PERS-403CN

Good to know

Tuition Assistance (TA): A very good deal

Effective 1 October, a new DoD policy pays 75 percent of tuition costs for off-duty college or university courses. Before that date, each service set different levels of TA.

A cap of \$187.50 per semester hour means big savings for service members. For a typical



three semester hour course, the DoD will pay \$562.50 while the service member pays only \$187.50.

A college education enhances your advancement opportunities in the Navy and opens many doors to life after the service. About 300,000 military members take advantage of TA – so should you. See your educational services office today.

Surface nuc E6 & below MM, ELT – New FCA available with USS *John C. Stennis*

Congratulations to all newly selected chief petty officers. Your selection is no small accomplishment.

Even those currently under orders to sea are highly encouraged to remain in contact with their new detailer, ETCS(SW) Tosten. Although modifications to existing orders are typically not required, CPO manning requirements may warrant a change in ultimate duty station.

Please remember due consideration will be given to a modification's impact on the member's quality of life. Diverting anyone is always a last resort.

In addition to Norfolk and the Bremerton/Everett area, a third fleet concentration area (FCA) becomes available to surface nuclear operators with the

projected homeport change of USS *John C. Stennis* (CVN 74) from Norfolk to San Diego. This ship currently has openings, specifically for first class mechanics, as well as first class ELTs.

As with any homeport change, many *Stennis* crew members desire to remain stationed in Norfolk. This creates an excellent opportunity for other folks who desire the sunny Southern California lifestyle. If you are within 12 months of your PRD and are interested in orders to the newly commissioned CVN 74, please give me a call. For those not in the PRD window who may also be interested, refer to the Enlisted Transfer Manual, Chapters 3.12 (Split Tours) or 16 (Swaps), or contact me for further informa-

tion. Please understand that your current command manning dictates whether or not a split tour is feasible.

Naval Intermediate Maintenance Facility (NIMF) Pearl Harbor continues to have openings for machinist's mates. This is a shore activity tasked with supporting surface and submarine maintenance. Personnel attached to this unit receive special duty assignment pay (SDAP). If you are within 12 months of completing your prescribed sea tour (PST) of five years, and would like more information concerning nuclear shore duty in Hawaii, please contact me.

MMC(SW) Ed Ford
Surface Nuclear MM/ELT E6 and Below
Detailer
PERS-403CR

SWS ET – Trident ETs QOL among the best

This is my first article as your detailer and I am optimistic about the future of our community. As Trident ETs, we enjoy some of the best quality of life initiatives in the military. These advantages include:

- Outstanding opportunities to homebase in either Kings Bay or Bangor. These opportunities can only increase as our Sailors cross-qualify to other Trident-unique ET jobs.
- Superb technical training with follow-on advanced training for virtually every piece of equipment we operate and maintain.
- Good technical knowledge transfer. During SWS weeks, the Strategic Systems Programs Office (SSPO) provides an interface between the fleet and contractors. This allows technicians the opportunity to discuss technical issues with equipment engineers.
- Assignments in Trident submarines. This Trident force provides a challenging environment at sea to

develop professionally, while off-crew periods allow time to focus on other aspects of our careers. During off-crew, many opportunities exist for off-duty education and rate training courses without affecting family time.

- Outstanding opportunity for promotion and increased pay.
- Clear lines of communication. Three times a year, I visit you to discuss career development, assignment options, manning, and rate management actions. The SWS ET community is one of the best informed groups in the Navy.

Despite the challenges involved with the submarine ET rate consolidation, the strategic ET rating remains one of the strongest programs in the Navy. Our future is bright. SWS leadership must set the standard of performance. Our junior Sailors need the best role models that we can provide.

I look forward to serving you. Keep in touch.

ETCS(SS) Jeff Innes
SWS ET Detailer
Pers-403DC

MT – Move up with a commission

I receive numerous inquiries about commissioning programs. The questions typically focus around application procedures and eligibility requirements. These programs provide an excellent opportunity for career Sailors to earn a commission and take advantage of increased educational opportunities. Here is a list of various commissioning programs with the pertinent references for determining application procedures and eligibility requirements:

- Broadened Opportunity for Officer Selection and Training (BOOST) - OPNAV Notice 1500
- Enlisted Commissioning Program (ECP) - OPNAV Notice 1530
- U.S. Naval Academy and Naval Academy Prep School - OPNAVNOTE 1531

- Officer Candidate School (OCS) - OPNAVINST 1120C
- Medical Enlisted Commissioning Program (MECP) Nurse Corps BUPERINST 1131.3
- Limited Duty Officer (LDO) - BUPERINST 1131.1
- Chief Warrant Officer (CWO) Program - BUPERINST 1131.1
- Seaman to Admiral Program - NAVADMIN issued annually

If you want advanced education, but do not want to pursue a commission as a naval officer, there are other programs available. Some of these include Enlisted Education Advancement Program (EEAP), Tuition Assistance (TA), and Navy National Apprenticeship Program (NNAP). For more specific details, talk to your command career counselor or give me a call.

MTC(SS) Scott Wohlgamuth
MT Detailer
PERS-403DE

MM(SS)(weps) – Detailers can't always say 'yes'

I receive many phone calls from Sailors who know of someone transferring from a location and wanting that job. In many cases like this, the job you want has already been filled or does not match your paygrade, NEC, or PRD.

Although I would like to accommodate all of your requests, there are many aspects of an assignment to be considered before detailing an individual.

One of the major goals of detailing is to ensure that both sea and shore commands are properly manned in both numbers

and technical expertise to maximize readiness.

Another frequent request is for shore assignment in an MM(aux) billet. As discussed in past *Link* articles, the TM-MM(aux) rating merger has not reduced the requirements for weapons-trained Sailors ashore. In fact, the need for shore-based weapons-trained machinist's mates is as strong as ever. The path to these MM(weps) shore billets is often through advanced training, such as Heavyweight Torpedo "C" School. This training usually involves a follow-on assignment to a command such as

the Weapons IMA in Pearl Harbor or Yorktown. I assure you that the demand for MM (weps) Sailors on shore duty is alive and well. These billets are essential to the operation of the submarine force.

I will continue to do my best to balance your desires with the needs of the Navy. If you have any questions or concerns about your next assignment, please talk with your command career counselor or give me a call.

MMC(SS) Steve Roberts
MM(SS) Weapons Detailer
PERS-403DF

STS E6 & Above – Hail and Farewell

My tour at BUPERS is ending and it's time to go back to sea. Thanks to everyone who made the job easier over the past three years. Thanks especially to the command career counselors and LPOs who kept me informed of problems. I learned a lot about how the Navy works and how assignments are managed.

My relief is STSCS(SS) Raymond Dawsonia Jr. reporting from the SUBPAC Tactical Readiness Evaluation team. Please join me in welcoming him to the Bureau as the E6 and above sonarman detailer. Keep in touch.

STSCS(SS) Rodney Franklin
STS E6-E9 Detailer
PERS-403DH

FT(SS) – Manning levels to increase

I would like to congratulate everyone selected for advancement. Your hard work and dedication provided you with another opportunity for increased responsibility. For those continuing to prepare for advancement exams, keep studying and pushing for advancement. We must continue to encourage our best Sailors to move ahead.

Although shortages in the FT rating remain, there are signs of improvement. As the new FT pipeline graduates junior FTs, you will see manning levels begin to climb after the new year. This is good news for all of you on submarines who are working hard with undermanned divisions.

Although the effects of improved manning are overwhelmingly positive, our ability to grant

short notice sea tour extensions for those of you wishing to remain in the same homeport is somewhat reduced.

If you are not satisfied with the shore duty options available to you at your PRD and would rather stay on sea duty, you should submit your request for a tour extension soon. The earlier you let me know about your desire to extend at sea, the less likely that I have already placed your relief under orders.

If I have filled your billet, you must transfer. Ideally, for sea extensions, you should contact me before the nine month detailing window. Proper planning is the key to a smooth and satisfying assignment process.

The current shore duty billets available are concentrated in two major areas — Groton and

Pearl Harbor. In Groton, there are submarine school billets available for instructors teaching the FTs of the future and as staff support personnel. In Pearl Harbor, instructors at the submarine training facility is our greatest need. Shore duty options in Norfolk and Bangor are very limited.

I would like to express my gratitude to all the Sailors who unselfishly supported the submarine force by volunteering to return to sea early. Many of our gapped billets were covered by these Sailors making a direct positive effect on fleet readiness. Your sacrifice and effort is appreciated.

*FTC(SS) Robert Emry
FT Detailer
PERS-403DG*

STS E5 & below – Life after decoms

More and more submariners are finding themselves on submarines scheduled for decommissioning. Handling people during and after a submarine inactivation is often complex. The majority of Sailors have not completed their full sea tour and are therefore not eligible for shore duty. Their natural question is – “What do I do now?”

The first objective is to establish your time of departure from your ship. This is based on a variety of inputs including your desires, your ship's manning, and needs elsewhere in the submarine force.

There are two manning reduction increments during inactivation which concern sonarmen. They are the “shipyard plus four weeks” and “crew release.”

“Shipyard plus four weeks” is defined as four weeks after the ship begins the inactivation period. At this point, sonar division is reduced to three Sailors who will remain throughout the entire five to six month inactivation. All other sonarmen then transfer to new sea or shore commands.

For example, your submarine is homeported in Groton and scheduled to decommission in Bremerton. Three of the sonarmen in your division

will complete the decommissioning and qualify for a change of homeport certificate allowing them to move their family and household goods to Bremerton. The other sonarmen will be attached to Groton, since that is the location of household goods and families, and will typically receive orders to a submarine in Groton or transfer to shore duty if their sea tour is complete.

Sometimes other options are available. For example, if you are an E4 or above and willing to obligate service for orders, this is a perfect time to attend a “C” school. If you want to leave your original homeport and finish your sea tour somewhere else, you may be able to pursue this option. You must, however, have at least two years of obligated service left upon your transfer. Also, there cannot be a critical need in your original homeport.

The best thing to do is work closely with your LPO, command career counselor, and the rest of your chain of command as inactivation approaches. Let everyone know your desires early in the game and make sure you understand all your options. Please feel free to contact me anytime to talk about submarine inactivations.

*STSC(SS) Gil Williams
STS E1-E5 Detailer
PERS-403DL*

ET(SS)– State of the community

Here is a summary of the present state of the submarine ET rating:

Training

The navigation, communication, and ESM maintenance pipelines are up and running. The first classes are being filled by ETs on their first sea tour who were guaranteed advanced electronics training upon enlistment, but never received the training due to inactivation of the old pipelines. We expect the bulk of fleet returnees to start filing through the maintenance pipelines in the summer of 1998.

The training of fleet returnees is determined by the needs of each individual, class availabilities, and upcoming commitments of the receiving command. Our goal is to retrain everyone returning to sea with 12 fewer years of service. However, keep in mind that sending submarines to sea fully manned is our highest priority, and occasionally we may have to make some difficult decisions.

Qualifications

As of July 1997, everyone wanting to go to shore duty must complete either the 14NO or 14RO qualification card before transfer. This policy was officially advertised in COMSUBLANT/COMSUBPACINST 1541.2 of 6 Aug 96. This requirement ensures that all ETs meet the prerequisites for the new maintenance pipelines. As ETs complete their qualifications, commands must submit NAVPERS 1221 forms (NEC Change/Recommendation) to ensure the NEC is updated in the Navy's files and computer systems.

Manning

For the ET(SS) rating, the greatest manning shortfall in the fleet is with radio operators (14RO). This training pipeline began late, resulting in a lengthy period where radio-trained Sailors did not enter the fleet. The result is undermanned communications divisions that exist throughout the submarine force today. There is good news on the horizon. We are now graduating a 14RO class every other month. As a result, the fleet will start to see improvements soon.

Duty station availability

Sea duty requirement for Sailors in Pearl Harbor is growing. More and more SSNs are moving to Hawaii. As this continues, all submarine ratings

face an increased probability of completing a tour in Pearl Harbor. Changing times require flexibility.

We continue to experience significant shortfalls at several major submarine shore commands and are still unable to release Sailors to shore special programs.

The following is a list of duty stations with significant manning shortfalls:

E7/E6

Shore: Sub School, New London; SUBPAC Staff

Sea: Pearl Harbor, HI

Overseas: COMSUBGRU 7, USS *Frank Cable*

E5/E4

Shore: NSSF, New London; SUBLANT Comms Center; NIMF Pearl Harbor

Sea: Pearl Harbor, HI

Overseas: COMSUBGRU 7, USS *Frank Cable*

Advancements

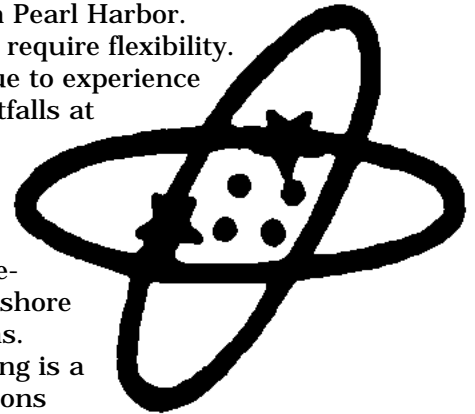
Advancements have been close to the Navy average. This will slowly improve over the long run as the number of submarines stabilizes.

ETC(SS) Brien Hines
Pers-403EC

ETCM(SS) Jim Nemeth
Pers-403EH

ETC(SS) Ed Huddleston
Pers-403EK

ETCS(SS) Tim Bryan
Pers-403ED



YN (SS) — Seek new challenges

First of all, congratulations to our new senior and master chief petty officers. Congratulations also to our new chief petty officers.

As chiefs, you now set the standards for professionalism in the ship's office. You must continue to train and mentor your Sailors if we are to continue meeting the increasing demands of a smaller, more efficient submarine force.

The key to maximizing your professional development is to seek out the hard assignments and perform well in them. The hard billets may not be in your choice of geographic area. Asking to stay in one location has personal benefits and can be a good thing, provided there is a billet available that increases your responsibility and challenges your abilities.

If you are completing a sea tour, look for an assignment that will increase your in-rate knowl-

edge and experience. Try something new and different.

If you have completed a tour at a submarine squadron, con-

'The key to maximizing your professional development is to seek out the hard assignments and perform well in them.'

sider a tour at a major submarine staff, an assignment in Washington, DC or at a nuclear support command.

If you have never served on a squadron or group staff, I strongly encourage a tour at either of these places. The experience you gain from these tours is valuable to the submarine force and to your development as a submarine yeoman.

Be open minded when looking for your next assignment — consider all the opportunities. I receive several communications every week from Sailors wanting

only one particular assignment. You must be willing to compromise and look at what is good for your professional development.

The key to remaining upwardly mobile is seeking out different assignments and doing well in all of them. Sustained superior performance combined with your resume of varied, challenging duty assignments are the major elements in being selected for advancement or being accepted to an officer program. Keep charging! Full speed ahead!

My relief, YNC(SS) James Fuller has reported from the Blue Crew of USS *Pennsylvania* (SSBN 735) in King's Bay, GA. We welcome any input you would like to provide to better our community. We are available by phone, BUPERS Access, or e-mail.

YN(SS) Kevin Barnett
Submarine YN Detailer
PERS-403EF

MS(SS) — Interested in attending 'C' school?

I have many requests for "C" school quotas from submarine mess management specialists wanting to further their professional development. All TAD quotas for MS "C" School can be requested by message to PERS-405EC2 (the MS "C" School Coordinator).

Funding for TAD schools must be requested from your TYCOM. If you are in the same area as one of the "C" schools, quotas can be requested and granted locally. These quotas are granted based on the NEC requirements for each command. Check your EDVR to see if you have all required NECs.

If you have completed a shore tour and want to attend "C" school en route to your next sea assignment, you need to let me know. Give me a call or submit a 1306/7 before entering the nine month detailing window so I can try to meet both your school and submarine desires. Sailors completing

sea duty and going to shore duty normally do not attend a "C" school unless they have a STAR reenlistment school guarantee.

The following "C" schools are available to submarine MSs:

NEC 3525 – Private Mess Operations - 32 Days in San Diego

NEC 3527 – General Mess Operations - 32 Days in San Diego

NEC 3529 – Food Service Administration - 34 Days in Norfolk or San Diego

NEC 3538 – Bachelor Quarters Specialist - 18 Days in San Antonio

The Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, NAVPERS 18068F, can be used as a reference for determine the requirements of each school. As always, give me a call if you have any questions.

MSC(SS) Al Aumack
Submarine MS Detailer
PERS-403EG

SK(SS) – Building blocks for advancement

Advancements are among the most important milestones in your career and don't come easy. Along with superior performance, your level of education and training affects your advancement opportunity. Training is equally important to both junior and senior storekeepers. Advanced training makes you more effective in your current job, and opens up more billet options for your next duty assignment. Effective training also provides you with the knowledge required for continued advancement.

Training for submarine storekeepers comes in many forms. Formal training includes "A" school, "C" school, local courses, general shipboard training, and watch/ship qualifications. Informal training is often spontaneous when a problem or situation presents itself. If done correctly, this type of training can be extremely beneficial to junior storekeepers because it gives them problem solving experience which they can use immediately.

Education, both military and off duty, is important to making that step to the next paygrade. Military education includes PARS, military requirements courses, rate training manuals, and other military correspondence courses. Completing these courses will increase your professional knowledge and help you excel at your job.

Off duty education is just as important to military education since it broadens your knowledge base. It also demonstrates your initiative and resourcefulness to selection boards.

Effective training programs, formal and informal, combined with a well-organized plan including both military and civilian education, will yield positive results for advancement and a successful career.

SKCS(SS) Del Phillips
Submarine SK Detailer
PERS-403EJ

Self Test — What are the signs of alcoholism?

Here is a self-test to help you review the role alcohol plays in your life. These questions incorporate many of the common symptoms of alcoholism. This test is intended to help you determine if you or someone you know needs to find out more about alcoholism.

Do you ever drink heavily when you are disappointed, under pressure or have had a quarrel with someone?

Can you handle more alcohol now than when you first started to drink?

Have you ever been unable to remember part of the previous evening, even though your friends say you didn't pass out?

When drinking with other people, do you try to have a few extra drinks when others don't know about it.

Do you sometimes feel uncomfortable if alcohol is not available?

Are you in more of a hurry to get your first drink of the day than you used to be?

Do you sometimes feel a little guilty about your drinking?

Has a family member or close friend ever expressed concern or complained about your drinking?

Have you been having more memory "blackouts" recently?

Do you often want to continue drinking after your friends say they've had enough?

Do you usually have a reason for the occasions when you drink heavily?

When you're sober, do you sometimes regret things you did or said while drinking?

Have you tried switching brands or drinks, or following different plans to control your drinking?

Have you sometimes failed to keep promises you made to yourself about controlling or cutting down on your drinking?

Have you ever had a DWI or DUI violation, or any other legal problem related to your drinking?

Do you try to avoid family or close friends while you are drinking?

Are you having more financial, work, school and/or family problems as a result of your drinking?

Has your physician ever advised you to cut down on your drinking?

Do you eat very little or irregularly during the periods when you are drinking?

Do you sometimes have the "shakes" in the morning and find

that it helps to have a "little" drink, tranquilizer or medication of some kind?

Have you recently noticed that you can't drink as much as you used to?

Do you sometimes stay drunk for several days at a time?

After periods of drinking do you sometimes see or hear things that aren't there?

Have you ever gone to anyone for help about your drinking?

Do you ever feel depressed or anxious before, during or after periods of heavy drinking?

Have any of your blood relatives ever had a problem with alcohol?

Any "yes" answer indicates you may be at greater risk for alcoholism. More than one "yes" answer may indicate the presence of an alcohol-related problem or alcoholism, and the need for consultation.



Aviation

From the branch head

Aviation update

The next year at BUPERS is going to be filled with many challenges. As most of you know, we are moving to Millington, TN.

The plan has our new detailers in DC arriving in Millington in the April - May 1998 time frame, and those detailers moving from Washington, DC arriving in the June - July 1998 time frame. We are working hard to implement our transition coordination plan which will minimize confusion in the detailing process. This is not necessarily an easy task, but one we can accomplish with the professionals we have assigned.

When negotiating for orders with your detailer, please be patient. I understand that we are talking

From the enlisted community manager

Welcome new designated strikers

Welcome aboard to all the new designated strikers who picked up a rating through the last rating exam.

My name is CDR John Clay. As the ECM for the AB, ABE, ABF, ABH, AF, AD, AM, AME, AMH, AMS, AO, AS, and PR ratings, my primary concern is the overall health of your new rating. I don't get involved in writing orders, but I do impact your progression up the ranks. We

negotiate the advancement quotas, we set career reenlistment objectives (CREO), rating entry for general apprentices (REGA) status, and we're your voice for selective reenlistment bonus (SRB), special duty assignment pay (SDAP).

ECMs are also a great source for training questions. If you have any questions about career possibilities or career progression, the senior enlisted

leadership in your command is your first point of contact; they're at the tip of the spear. But after talking with them, if you still have any questions about your new rating, please call me or my assistant, AEC (AW) Angel Davila. Once again, welcome aboard. Naval aviation is not downsizing; you're in our rating because we need you.

CDR John Clay
Aviation Mech. Enlisted Community Mgr.
PERS-221C/N132D1

A word from the new RAO...

My name is LT J. D. Anderson and I have recently taken over as the AME/AMH/AMS, AW, and aircrew rating assignment officer.

There are two things that I would like to briefly touch upon, and they both have to do with your relationship with your detailer.

First, after checking on board, I quickly realized that the enlisted aviation detailers selected to

about your career and your family's needs, but the detailers have been given a set of standard but fair rules to detail by. Our mission and charter is to fill the requisitions listed in JASS IAW the MCA priorities, minimize PCS and training cost, and in doing so attempt to fulfill the Sailor's personal desires. Please look at the order in which I stated our charter as they are in order of priority, highest to lowest.

Remember, when applying for a job in JASS you can apply for more than one job. You will dramatically improve your selection opportunity if you apply for a top priority billet.

One last hint — If you apply for a low priority job and by some strange quirk of fate the detailer selects you, there is a very good chance that the MCA will direct EPMAC to divert you to a higher priority requisition, and not one of your choice. We here at the Bureau do not set the requisition priorities, but instead try to match each Sailor's talents to the correct job.

CDR Buzz Lineburg
Aviation Branch Head
PERS-404

Continued on page 37

Attention all aviation master chiefs

As your community manager I am chartered with the health and welfare of aviation ratings. And while there may be some skepticism, the command master chief (CMC) program is an essential part of all aviation ratings.

Disturbingly, it has become obvious that we are losing our share of CMC billets by lack of participation in the program. While this data point may cause you to think "so what?" you need to know the ramifications.

Each rating is allocated CMC authorized billets based on the number of master chiefs that are distributed to the fleet as CMCs. The more CMCs a

rating can sustain, the more stable and competitive advancement opportunity will be.

If a CMC retires, and no other master chief within that rating applies for and is accepted for CMC, then the rating will lose an authorized billet. This is what's happening in our ratings. There are not enough aviation E9s applying for the program and being selected to sustain the current authorized billets. Therefore, advancement opportunity goes down. The smaller the rating, the harder the impact of losing a billet. It should come as no surprise that changes in Navy force structure are not generating more E9 billets for growth, quite the contrary. So, a readily viable route to E9 is the CMC program. The potential benefit to the Navy, and yourself is obvious. Do me, the Navy, and most importantly yourself a favor, and give serious consideration to applying for the CMC program. It ensures more career options and improved health of your rating. Call me if you have any questions.

CDR John Clay
Aviation Enlisted Community Manager
PERS-221C/N132D1

RAO – continued from page 36

represent you were selected for good reason. As a unit, they are the highest caliber Sailors that I have yet to encounter. They are experienced and understand the issues; when making a detailing decisions they truly consider every option. When they have to make a hard choice, you can be assured that they have done everything in their power to minimize the negative impact on you.

Unfortunately, they must work within a framework that is often times beyond their control. That said, if you honestly feel that your situation is being handled improperly, and you have discussed the issue with your chain of command, then please feel free to call me directly.

My number is in the back of every issue of *Link*. I assure you that even if we can't give you exactly what you want, you will at least understand the reason why.

Calling your detailer

This leads to my second point: getting in touch with your detailer. Whether you are stationed in DC or Diego Garcia, you should have absolutely no problem contacting your detailer at the start of your nine month detailing window.

Every detailer's phone number and e-mail address is located in the back of every issue of *Link*. They will almost certainly respond to e-mails within a day or two; as for phone calls, due to time zone differences it may take

an extra day, but they will not forget about you.

As I said before, if you don't feel that you are being heard, call me directly and I will ensure that your issue is being handled correctly.

One last thing, if you have questions about any special program, i.e. EFM, HUMS, LIMDU, etc. ... and you haven't been able to get satisfaction through your command's CCC or Admin Department, let us know. The detailer's have a line on every one of these programs and will be more than willing to keep you in the know.

Thanks for your time. I look forward to hearing from you.

LT J. D. Anderson
Rating Assignment Officer
PERS-404E

Link Online

<http://www.navy.mil/homepages/bupers>

Aircrew designations – E5, E6 aircrew needed

Our last *Link* article drew a lot of attention to the aircrew program. We have more E4 and below aircrew candidates than we actually have billets for, but we are still in need of E5 and E6 aircrewmembers.

An exception to this rule may be the P-3 Flight Engineer program. If you are an E4 in the

AM, AD or AE rating and you have some O-Level fleet experience, we may be able to use you.

When I took over this job, I also took over duties as the aviation detailers' (PERS-404)

Internet web page developer. The web page offers a good deal of information concerning detailer is-

sues including aircrew medical waivers, aircrew designations, hot fill requisitions, JASS, and much more. The PERS-404 web page is updated at least monthly to provide our sailors the latest information. The URL for the PERS-404 homepage is: <http://www.navy.mil/homepages/bupers/p404c.htm>.

AMS1(AW, NAC) Julio A. Barreras
Aircrew Designations Detailer
PERS-404EF

Flight engineer's corner – We need you

There are still plenty of billets for P-3 flight engineers. If you are an AD, AM, or AE and would like to try a new and extremely challenging job, submit your 1306/7 in accordance with ENLTRANSMAN, Ch 7. Look for more information on the Naval Aircrew Program in MILPERSMAN 1050305.

Experienced P-3 Flight Engineers (second tour and beyond) should be aware of the Navy's need to spread that experience throughout the fleet; for example, bringing your experience to Hawaii based VP.

Additionally, there is a critical need for quality flight engineer instructors in the fleet replacement squadron. Petty officers E5 and E6 eligible for shore duty will screen with VP-30 for instructor duty prior to negotiating for other duty or duty stations. Remember, quality instruction provides quality students.

Once again, I would like to address flight engineer billet availability with you. First of all, I'm sure

that it is no surprise that there are not very many shore duty billets to be had. Jacksonville has the bulk of them with 70 of the 80 billets at VP-30, all for instructor duty. Patuxent River has 39 shore billets, 0 sea billets. Point Mugu has 12 shore and 0 sea billets. Whidbey has four shore billets and Hawaii is in last place with only three. That's not many compared to the 378 sea duty billets that are spread out between the four primary P-3 sites. Therefore, those of you completing your shore tour in Jacksonville should expect to move, not only because other areas are short on manning, but because other Sailors deserve the opportunity for shore-sea duty in the Jacksonville area.

Finally, allow me another plug for JASS. Every requisition available is reflected in the JASS system. Aircrew must put their NEC in the community block, and are reminded to make their choices from the top of the requisition list in order to meet the needs of the Navy.

AMCS Samuel T. Morgan IV
Flight Engineer, Reel Operator,
Loadmaster Detailer
PERS-404EH

IFT, EWOP, RM Aircrew

With Internet access getting easier and more convenient, it makes sense to take advantage of its capabilities. The different BUPERS home pages are updated on a regular basis (usually monthly), and provide a more current look at important issues concerning our community. In addition to

our community, issues concerning the Navy as a whole are also addressed. Therefore, my goal is to encourage as many of you as possible to "surf" your way to the "Aircrew Homepage." There is a lot of good information and some neat pictures as well. Our Aircrew Homepage Webmaster, PO Barreras, is a "supergeek" and makes a nice user-friendly homepage. Try it – you'll like it.

For those of you who don't have access, the best recourse for you is to call me. I may not al-

ways be at my desk, but my answering machine is always on, and if you provide me with an accurate phone number, I WILL call you back. If there are difficulties contacting me by phone I highly recommend e-mail. Virtually all aviation commands have some access to e-mail.

Fly safe.

ATCS(AW/NAC) R.C. Dobroth
IFT/EWOP/RM Aircrew Detailer
PERS-404ED

AB – Call early, call often

Once again it is that time to congratulate all those recently promoted, keep charging!

We often get calls from the fleet requesting orders to a particular job or billet because they know someone who is leaving or about to transfer. Our requisitions can only show billets open in a nine month period, so the

billet you heard about has probably already been filled. Remember, with JASS, what you see is what we have.

Remember shipmates, it is not our responsibility to contact you for your next assignment.

The more you keep us informed of your desires, the better we will be able to help you. If you

fail to contact us you may force us into writing you a set of non-negotiable orders to meet the Navy's manning requirements.

ABCM Smith W.R., E6-E9,
PERS-404DE

ABHCS Madsen J.L., E5
PERS-404DE1

ABF1 Junkin C. C., E4 and below
PERS-404DE2

AC – Why can't I extend?

I frequently receive NAVPERS 1306/7's (dream sheets) requesting a PRD extension to your EAOS or to make a normal tour based on promotion. In the past these extensions were almost routinely approved. This was especially true if you were overseas as it would save the Navy money.

However, with the downsizing of the Navy and the increase in sea duty billets, every extension ashore creates a gapped billet at sea. The fact that you will only have 14-16 months left at your PRD until your EAOS may make it seem perfectly logical for you to be approved to stay put if you expect to separate at EAOS. It is not that simple.

We need people with shore duty experience even if it's flight planning or ground control to fill one year billets at Souda Bay Crete and Diego Garcia. Though we try not to put very many people on ships for less than two years, unprogrammed losses create a need for a one year tour on a ship. If you're in Norfolk or San Diego you can consider yourself a sea duty candidate even if you have less than a year left.

Another common request is for extensions based on advancement. The Enlisted Transfer Manual paragraph 3.06 sets your PRD, which is based on the pay grade you held the day your orders were written. This date does not change upon advancement.

The reason for this is to maintain sea-shore rotation. If you were fortunate enough to get shore

duty for your first assignment, and only have 18 months or so left at your PRD that may seem good for you. However if you were really lucky and got a sea tour first you would probably have a different view of the detailee who approved that extension for the member on shore duty, blocking the billet you were due for or wanted.

While military couples are not normally assigned simultaneous sea duty, the regulations have recently changed. Effective 1 July 97 military couples, including first tour personnel may be assigned to simultaneous sea duty to meet the needs of the Navy. Additionally, members who get married while on sea duty will be required to complete their sea tour. If they are assigned to the same ship one of them will be reassigned to complete the sea tour. With the increasing number of spouse collocation requests it becomes more important to keep the detailee informed of your request and to maintain flexibility in relocating to make the collocation work.

The rumor mill is running on high. Fact: we are still ordering people into the Texas and Pensacola areas and expect to continue doing so. There are a lot of proposals and planning going on but nothing that would take effect right away.

ACCM G. E. Field
AC Detailee
P404DF

Job Advertising and Selection System (JASS) help desk

NAVADMIN 203/97 announces useful information for JASS users. The Naval Reserve Information Systems Office has taken over operation of the JASS help desk. The new operating hours are 0700-1630 Monday-Friday and 0730-1600 on Saturday (central time). Phone numbers are 1-800-537-4617, DSN 678-7070, or commercial (504) 678-7070. If your call is forwarded to an answering system, please leave your name, a detailed message about your problem, and a commercial and DSN phone number. Your call will normally be returned within 24 hours. The help desk can also be reached via e-mail at helpdesk@cnrf.nola.navy.mil. Please include your name, e-mail address, a detailed description of the problem and commercial and DSN phone numbers.

AD – New ‘mech’ on board

Hey shipmates, I'm ADC(AW) Couch coming from VQ-3 out of Tinker Air Force Base, OK. I relieved ADC(AW) Hands who is on his way to VP-8 in Brunswick Maine.

I'm excited to be in a position to serve the fleet as a detailee. If you try to call me and get my voice mail, make sure you leave a valid phone number, your social and some information about what you need. I will make every attempt to contact you or leave a message.

So far the biggest problem I see is confusion about the JASS system. If you have access to it please use it. I don't have any "secret billets" that are not listed,

so if the job or location you want isn't available, you'll need to choose a different location or job.

- A few tips about getting selected for positions you apply for:
- Select a billet requiring an NEC you already have
- Look to stay in the same area, if possible
- Cross country moves are extremely hard to get approved, even if you're single
- Select a billet in your own pay grade
- If you want an instructor billet you should have the NEC or background on the system you're going to teach.

Also, if you're thinking about extending on board your current

command, send in the 1306/7 as early as possible. Your billet is being advertised to be filled at the nine month window.

One more thing the fleet needs to realize is that we are at the mercy of the availability of training when writing orders, and everything is controlled by money.

It sounds worse than it really is so don't panic; just give me a call as early in your nine month window as possible so we can give you the best chance at the billet you want. Once again, I'm looking forward to hearing from you in the next few years, and I encourage you to visit us if you have the chance.

ADC(AW) C. J. Couch
E5, E6 AD Detailer
P404-DG2

AOs – Greetings from Red Rock Corner

In the previous *Link* we were congratulating the newly selected chiefs and by now you're all wearing the new uniform. Some of you have realized that along with the khaki uniform things have certainly changed. From a detailing standpoint, there are not as many billets to choose from.

Professionally, more is expected from you and your responsibility has greatly increased. Take on this added responsibility with pride. Take charge and run the show, but not at the expense of your people. With proper training and grooming they will someday be running the shop as your replacement.

As a result of force reductions, we have some excellent AO1s out there who were not selected for CPO. We need you to keep performing at peak levels to ensure that the ordnance world remains safe and efficient. This is the time to start getting ready for the next advancement exam cycle.

It seems that a lot of Sailors are submitting fleet reserve requests less than 12 months prior to their PRD. In order to ensure sufficient time for processing, submit requests at least 12 months prior to PRD. Personnel on shore duty are considered a sea duty asset nine months prior to their PRD, so this 12 month time line is critical for fleet readiness and PCS projections.

If you don't see any available billets and you are within nine months of your PRD, it may be a good time to consider extending at your present sea duty command. Once we have filled your billet

and have a replacement under orders, the option to extend is no longer available. Keep in mind that some shore commands have undergone a manpower restructuring. Simply put, this means they may have recently lost billets. If you know someone who is transferring from a shore activity, there is no guarantee that their position will still be available after they leave.

When applying for billets in JASS, keep in mind that the billets are numbered according to their priority. Detailers do not set this priority, but are tasked to man the fleet by using this system. If a billet appears in JASS, it may be too far down the priority list for us to fill. We must fill requisitions according to the priorities of the fleet.

We look forward to working with you in the future.

From the corner ...

AOCM(AW) L.A. Adkison
AO E7-E9 Detailer
AO1(AW) R.L. Robbins
AO E1-E6 Detailer
AO1(AW) R. Saintamour
AO E1-E6 Detailer
PERS 404C

AMS – Changes may affect your future

I would like to take a moment to update you on some recent changes that may affect you in either your present or future assignments.

Reversion of Type 6N duty to Type 6 shore

Effective 1 January 1998 all overseas Type 6N (neutral duty) will be Type 6 (shore). All personnel arriving prior to 9801 will have their tour count as neutral duty; 9801 and subsequent arrivals will count as shore duty. Personnel who have negotiated for Type 6N orders as of 30 May 97 will have their tour count as neutral duty for rotational purposes.

Overseas tour length for first-termers

There have been a lot of calls asking why single personnel are being required to serve three years in certain areas. Per ENLTRANSMAN Chapter 3.20, all first term personnel will be assigned to overseas duty for a minimum of three years. The only exceptions are those areas where the accompanied tour is less than three years or the assignment is considered isolated duty i.e., Diego Garcia, etc. This applies to all ratings.

Spouse collocation, location for first-termers or different branches of service

The new policy states that first-term personnel who marry another military member may be required to serve on simultaneous sea duty. If your spouse is in a different branch of service, ensure their detailer is aware that you are married and should not be assigned orders until your detailer talks to them. We have had incidents where a spouse received orders to an isolated area where no Navy billets exist. We will try our best to accommodate your duty preferences but my priority is to get the couple together. Remember — if you are under orders and are married after the fact, spouse collocation may not be possible. Once orders are written you belong to the MCA. You should submit spouse collocation requests nine months prior to your PRD.

AMS, AMH ratings merger

Currently there is a proposal to merge these ratings. PERS-2 has endorsed this and it is now awaiting CNO approval. If approved, all rating manuals will be rewritten and billets re-classified. PERS-2 has indicated that the admin work should be completed by mid-1998. Look for more information under JASS bulletins.

Special programs

We currently have several requirements for company commanders and recruiters. If you are looking for a career enhancing billet, this is it. In addition, sea duty credit and special duty incentive pay are available. If interested, please contact your detailer. This is a three year, hard OBLISERV requirement. Please refer to ENLTRANSMAN for qualification requirements before contacting your detailer.

Homebasing, homeport changes, decoms

In accordance with CNO's initiative to implement homebasing, we are trying our best to accommodate your requests. Please keep the following in mind when requesting locations.

Pick an area where you can rotate from sea to shore. Remember if you want the Northwest you may be in Bremerton for a shore tour then Everett for sea. This is considered the same area for home-steading purposes. Is the area you are requesting scheduled to undergo a decommissioning or homeport change?

As you know, we are still experiencing effects from the Navy's drawdown. NAS Cecil Field, Florida which is home for all F-18s on the East Coast is still looking for a new home. E-2s in Miramar are in the same situation resulting from the shift from NAS to MCAS. When we receive official homeport change messages, we will inform everyone via JASS and the BUPERS Homepage.

Remember, if you are currently stationed in one of these areas, you may be required to move. Homebasing does not mean that you will remain in the area you choose for your entire career. One more thing, you may be required to do 1 or more out of area tours. We will do all we can to approve as many homestead requests as we can, but we must balance service member's desires with fleet requirements.

AMSC Leonard Kowalko
E1 / E4 "A" School Detailer
PERS-404EJ2

AG – Plan your Fleet Reserve requests

There is a time in everyone's career when they must make a decision to either take on that next challenging assignment or, if eligible, submit a Fleet Reserve request. For many of you this is not always an easy decision. You have to plan your retirement just as you have all your other career moves.

If you are on sea duty and plan to go to shore duty for a 36 month tour, put in your Fleet Reserve request at your PRD, make sure that your PRD, EAOS and your 20 year eligibility date for Fleet Reserve match. You may need to extend on sea duty so that your 36 month shore duty tour will take you to the 20 year mark. I will do my best to try and plan to meet the fleet's manning needs and to accommodate your request. Unfortunately, it is not always possible to meet your exact requested retirement date.

Requirements that absolutely must be met are:

1. Member has completed 20 years creditable active service (active day-for-day service including constructive service credit earned through 31 December 1977) on date of transfer to the Fleet Reserve is requested.

2. Complete at least a two year minimum activity tour (MAT) onboard current permanent duty station or the prescribed DOD area tour, whichever is applicable.

PH – Tips from new detailer

Hello, I am PHCS (SW) Nocciolo, your new detailer. I have just reported aboard from the Naval Media Center. I would like to bid PHCM (AW) Salmons a fond farewell and best wishes for his new career as he transfers to the Fleet Reserve.

Speaking to the detailer, especially the first time, can be a very stressful evolution. Your negotiations can be made easier and more satisfying by taking a few preparatory steps before picking up the telephone.

First, decide on your ultimate request; location or type duty. Discuss the upcoming PCS transfer with your spouse prior to calling the detailer. If spouse

collocation is involved, both you and your spouse must submit a 1306/7 requesting collocation duty. Discuss your upcoming transfer and career plans with your command career counselor. He or she has a wealth of information and experience. This will enable you to make a sound decision concerning your next assignment.

You should also check your PRD in your command's EDVR. Transfers are not discussed unless you are within nine months of your PRD. If the PRD is wrong, PSD or the personnel office must submit a PRD correction to BUPERS. PRD is set to coincide with completion of a prescribed sea tour or normal shore tour.

Once you do contact me, don't hesitate to ask questions. I can't tell what is on your mind unless you communicate your

3. Fleet Reserve requests must be received in PERS-273 not less than six months and not more than 18 months in advance of requested date.

Members currently in receipt of PCS orders are not eligible to submit Fleet Reserve request. Sooner is better for all concerned.

4. Extensions of PRDs ashore greater than six months to allow member to meet the initial retirements eligibility date will not be approved.

Carefully review MILPERSMAN article 855180 before submitting an application, (NAVPERS 1830/1), for transfer to the Fleet Reserve. Being familiar with the requirements in this article and ensuring your request is in complete compliance will save both you and I time and frustration.

Additionally, I suggest that you submit your request 12 to 18 months before your requested Fleet Reserve date. This gives me ample time to plan for our rate's manning needs and hopefully to ensure a favorable endorsement is given to your request.

I am always available to answer any questions you may have when considering transferring to the Fleet Reserve.

AGCS (AW) Raymond W. Chappell
AG Detailer
PERS-404DH

thoughts. I may not always have the answer readily available, but I probably know where to find it. Also, if you are offered a billet but you wait a few days to accept it, don't be surprised if that billet has been filled already. I won't hold billets on the basis that a person might call back.

I will do my best to satisfy your request and the needs of the Navy. In order to do this, you must allow yourself flexibility when negotiating orders. Orders are written based on the priority of billets, consideration of PCS funds, and fleet balance.

I look forward to working with each and every one of you.

PHCS (SW) Valorie Nocciolo
PH Detailer
PERS-404DL

PR – Detailing points to consider

I'd like to spend a few moments discussing assignment flexibility. One of my goals as your detailer is to ensure you are assigned to billets that will benefit your career progression while complementing your home life.

I really strive to meet your needs and desires while balancing the needs of the fleet. Since the Navy's requirements are worldwide, and your skills are in demand, you must be flexible and support efforts to meet fleet readiness.

If the job is available, you have the expertise, desire the location, and it supports fleet needs, I'll place you in that billet. The following are a few factors to consider:

Talk with your career counselor. He or she is your first step in making a wise career decision.

Prioritize what you want. Either location of the billet, type of ship or squadron or homeport.

Start early. Negotiating nine months before your PRD has always been advertised. However, if I do not have what you want, you can always try the next requisition. Let me know your intentions via phone call, e-mail, letter or fax. Remember, the earlier you start, the more chances you have of getting what you desire. As you get closer to your PRD, you will be choosing from one of my top priority billets.

Verify your personal information as to the number of family members, EFM issues, spouse collocation, and any desires for an accompanied, unaccompanied, or isolated tour.

If I don't have a billet, I cannot write orders. Stay away from self-detailing. Priorities and manning change as commands reorganize. Advancements and extensions can also affect overall command manning.

"C" schools. Generally if a billet requires a "C" school NEC(7356), I make it a point to get you the required school providing a seat is available and funding exists. First-termers can reenlist under the STAR program and receive a seat in the "C" school. After completing school they can be accelerated to PR2.

Planning also includes your outlook on a 20 year career. Sea-shore requirements change as fleet requirements change. PRD extensions on shore duty are not normally approved, especially in view of CPO placement and the numerous requirements at sea. If you need to extend on sea duty to complete your career on shore duty, submit a 1306/7 to me.

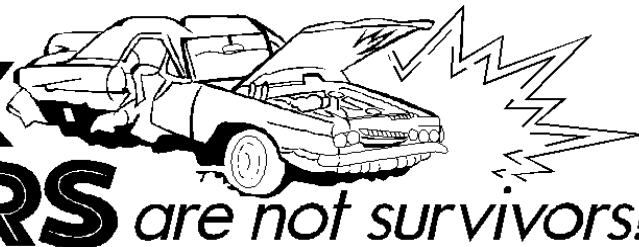
PRCS (AW) John Harpersberger
PR E1-E9 Detailer
PERS-404DM

PR Manning Stats

	<u>E1-E3</u>	<u>E4</u>	<u>E5</u>	<u>E6</u>	<u>E7</u>	<u>E8</u>	<u>E9</u>
Billets authorized.....	312	350	407	363	97	27	15
Inventory	266	379	424	380	92	31	17
Manning %	85	108.3	104.2	104.7	94.8	114.8	113.3

These numbers reflect advancements from March 1997.

DRUNK DRIVERS



are not survivors!

Alcohol reaches the brain almost immediately after it's consumed. Possible results include:

Poor Judgment – Alcohol acts like an anesthetic, dulling areas of the brain that enable people to make sensible decisions.

quickly create a hazard to themselves and others.

Loss of concentration – Drinking may cause drowsiness. When alertness decreases, the chances of having an accident increase.

Visual problems – Alcohol can cause double vision and blurring. It also reduces side vision, making it difficult to see vehicles approaching from the left or right.

Slowed reaction time – Drinking slows reflexes and hinders coordination. Drivers who can't react

AW – 'A' school aircrew training requirements review slated

Congratulations to our new chief petty officers. We are sorting through the changes these new khakis will bring to our community. I want to emphasize some of the guidelines we use in dealing with new chiefs.

If you are under orders, but have not checked aboard your ultimate command, you may be diverted to another command with the same NEC requirement or to a new command with a different NEC requirement. Basically you will be negotiating for new orders. Your new command may not be in the same geographic location – or the same coast or continent.

If you have not reported on board your new command as a chief, we will change your PRD to reflect a CPO tour length (36 months).

If you are **not** under orders, your PRD will **not** be reset to reflect the shorter tour length for a

chief. If you are in a command with excess chiefs, we will try to make some changes but each instance will be handled on a case-by-case basis. Rest assured we will not make any changes without talking with you first.

Plan on attending the Aircrew Training Requirements Review Conference for AW 'A' school scheduled for the week of 17 November 1997. It will be held in the new AW 'A' school complex and will be a terrific opportunity to visit the facility and observe the changes which have occurred because of the IMAT method of instruction.

As with any Navy program, the success of the ATRR depends upon the input and participation of the fleet Sailor.

While the purpose of this ATRR is focused on AW 'A' school training, it is appropriate to accept other action items for consideration as the 'A' school is required for all our platforms and NECs.

This is the forum for ensuring our Occupational Standards for PO3 are being addressed through the 'A' school and follow-on Category I training pipeline curricula. It is a good time to discuss those instructions and documents that relate to all aircrew personnel such as BUPERSINST 1326.4B, aircrew articles in the Enlisted Transfer Manual and MILPERSMAN, and OPNAVINST 3710.7 series as it relates to Naval Aircrew. The more AWs involved in the discussions of these documents and training curricula, the more successful the review will be.

If you have any questions (we will not discuss flight jacket regulations), or need to know how to submit an action item if you cannot be in attendance, contact the OPNAV ATRR program manager, AWCS Scott Russell, DSN 224-6025.

The AW 'A' school ATRR occurs only once every three years. The changes made affect the rate for years to come. Be there.

AWCM Richard McGiff
PERS-404EC

AWC(AW) Craig Dickover
PERS-404EC1
AW Detailers

AF, AV, 8300 – Detailing the 8300 NEC

I am AVCM(AW) Steve Thompson, the new AF/AV/8300 detailer. I am back in CONUS after 4 1/2 years forward deployed with VFA-195 in Japan. My family and I sincerely enjoyed our tour with the "Dambusters" and if you haven't tried sea duty "forward deployed style," you really owe it to yourself and your family to give it a try.

Most sea duty requisitions are now listed in JASS under the 8300 community for the Pacific, Atlantic, and the Bureau. If you hold the 8300 NEC and are eligible for sea duty, you must look under the 8300 community listing. If you do not hold the 8300 NEC, you must look at the list for your rate. Any selection from outside your NEC or rating will require "Drop from Rate" (DRATE) approval by CPO Placement in EPMAC. It is highly unlikely that the

DRATE will be approved if there are priority requisitions available within your rate/NEC.

Begin looking at JASS early for the type duty or area you desire. Keep in mind that higher priority requisitions must be filled first, and it is not possible to detail members by simply matching their PRD with the requisition Take Up Month (TUM). There are fewer personnel rotating to sea duty than there are requisitions to fill, so members are frequently assigned orders with a TUM significantly earlier than their PRD. However, we do everything we can to balance your personal desires with the needs of the fleet.

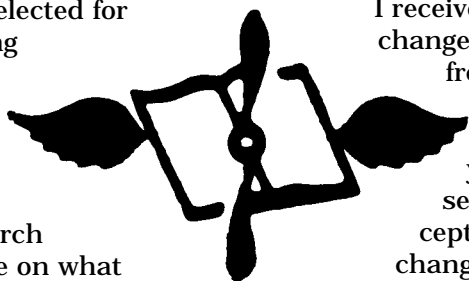
AVCM(AW) Steve Thompson
AF/AV/8300 Detailer
PERS-404CF

AZ (E1-E5) – PRD not affected by rate change

Congratulations to those of you selected for advancement. For those wondering what else you need to do to be advanced, first of all, don't quit trying.

Be totally honest in evaluating what you're doing to prepare yourself for advancement and search out your LPO and LCPO for advice on what you could be doing to better prepare yourself for the next exam. Take it from someone who knows, studying really does work.

With each advancement cycle, we receive calls from newly promoted AZs asking to adjust their current PRD to reflect the tour length of their new pay grade. Per the Enlisted Transfer Manual, Chapter 3: "A service member's PRD will not be affected by advancement or reduction in rate. A PRD will not normally change once established unless there is a change made in sea/shore tours for an entire community."



I receive many calls from AZs desiring to change their negotiated PCS orders. This frequently happens as a result of "JASS-surfing," that is, continuing to look at the JASS requisition after you've negotiated your orders and seeing something you like better. Except in rare extenuating circumstances, changing your orders is not an option.

Once you have orders, we cannot change them without a documented reason, and even then, the request must be processed through both EPMAC and the Manning Control Authority (either CINCPACFLT, CINCLANTFLT, or BUPERS).

AZC(AW) Phillip Vyce
AZ E1-E5 Detailer
PERS-404DK1

AZ (E6-E9) – Confusion over JASS fill dates

I want to touch on the use of the fill date on the JASS requisition. The fill date indicates when the command requires an individual onboard. If the fill date is the same as the current month, that means the billet is presently gapped. Due to manning shortfalls, many of our billets are gapped for several months.

A problem develops when AZs don't consider the entire requisition for their pay grade and sea-shore type when applying for orders. In some cases, the career counselor prints only the portion of the requisition that corresponds with the AZ's PRD. When this happens, the individual seeking orders isn't even considering the gapped billets, which are the very billets I'm trying to fill.

When you enter the nine month detailing window, you need to ask your career counselor to provide you with the **entire** requisition for your pay grade, coast, and sea-shore type, regardless of fill date. A large number of gapped billets on the

requisition means I have insufficient personnel available to fill that requisition. In this case, you should seriously consider applying for a gapped billet.

If JASS says you're "ineligible" for a billet you've applied for, have your career counselor view the notes I put on your application. The most common reasons for billet ineligibility on JASS are applications for billets too low on the requisition, applications for billets outside your pay grade, and applications for cross country moves.

AZCM(AW) Denise Donivan
AZ E6-E9 Detailer
PERS-404DK

Link Online ...

<http://www.navy.mil/homepages/bupers>

Admin

From the RAO

Identifying the 'Whole Sailor'

Through the years I have always been fascinated with all the available information on how to advance in a Navy career.

I have attempted to summarize this information into a diagram called the "Whole Sailor Pyramid." This is nothing new, just a format to more easily communicate. Each level and width of the pyramid indicates importance.

It is not meant to be a "check-the-block" diagram. Rather if you focus the majority of your efforts in the major areas (Sustained Superior (SSP)/Command Involvement (CI)) and work on Personal Development (PD) and Community Involvement (Cml) without sacrificing the be-

low levels, you will move towards what I call the "Whole Sailor."

You and your contemporaries are your best evaluators. If you and your contemporaries are doing great at the SSP level while one to two folks are also working on CI and you have not, who do you think is growing more and who will move up the career ladder faster?

Sustained Superior Performance (SSP) is at the base and must be strong to support everything else. Like a foundation on a house, it must be built on solid ground. This includes growing where planted, variety of duty stations, i.e. ship, staff, shore, RDC, etc.

The next block, Command Involvement (CI) is not as big as SSP, but is the next level of the Whole Sailor. CI is getting out of your comfort zone and working on branch, division, department and command issues—collateral duties—command training team, department DAPA, etc..

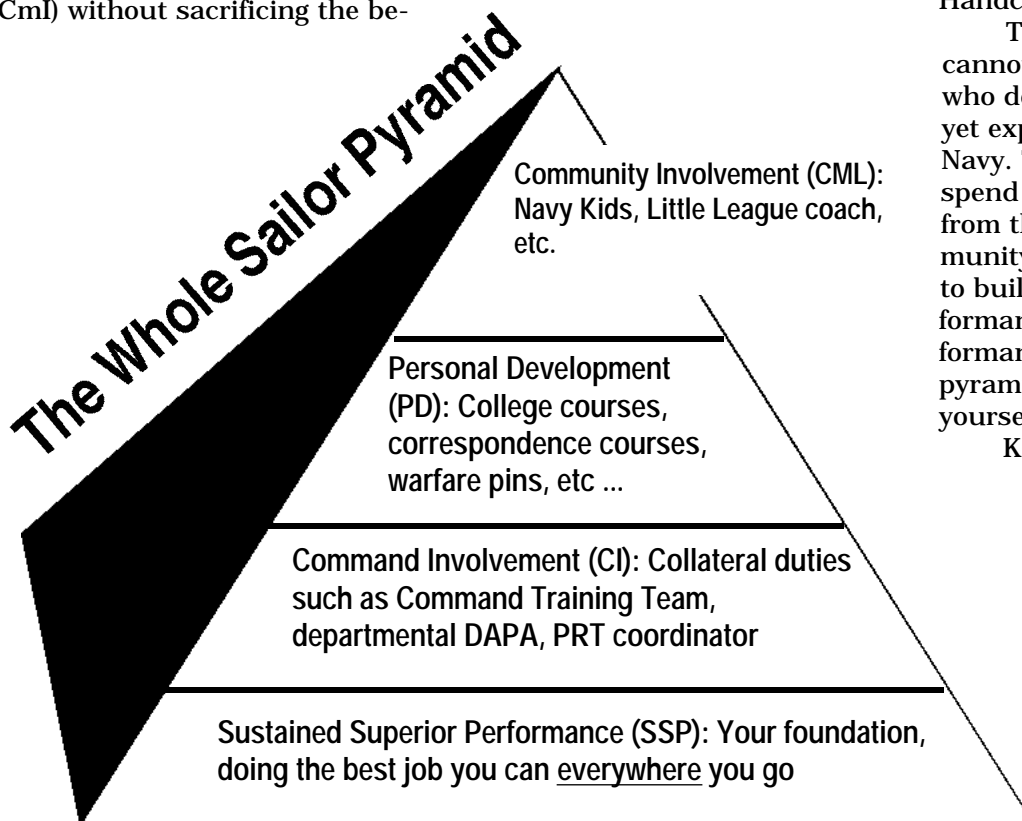
The next block – getting smaller, is Personal Development (PD) – and it must be continuous. This means sharpening your saw. Just as you must continuously sharpen a saw for it to be effective, you must continue to sharpen your skills through taking college courses, correspondence courses, working towards your college degree, getting your warfare pins, etc. Anything that helps you grow as a person and Sailor.

Finally, we have Community Involvement (Cml) - the smallest of all. This is where the Whole Sailor acts as a Navy ambassador in the community, Navy Kids, Little League coach, tutoring those that can't read, Project Handclasp, etc.

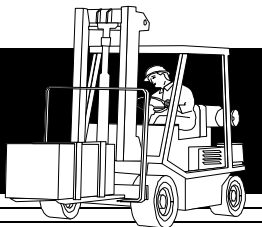
To clarify, the Whole Sailor cannot be a professional student who does not perform on the job yet expects to get ahead in the Navy. The Whole Sailor cannot spend most of their time away from their job working on community involvement. The point is to build a base of superior performance and *sustain* that performance while working up the pyramid on other areas to round yourself.

Keep charging.

LT Rich Kay
Rating Assignment Officer
PERS-405C



Supply



PC, LI — Ratings update

PC CREO changing

Please continue to submit your encore requests before calling to negotiate for orders if you are a first-termer! The postal clerk rating will change from CREO 3 (overmanned) to CREO 2 (manned) on the next REGA message, which autho-

rizes both strikers and first-term reenlistments. Although Bureau approval for strikers participating in the March 1998 exam may be removed, ENCORE is always required. If you are in the window for orders, please contact your detailer.

LI rating still overmanned

For lithographers, shore duty continues to be a difficult situation. Continue to submit ENCORE requests, but if you are a first-termer, look at your options and consider other rates that would be allow you greater opportunity for advancement. The LI rating continues to be overmanned, and is currently in CREO 3.

Congratulations to the new chief petty officers.

PCC(SW) J.A. Collins

PC/LI Detailer

PERS-405EE

SK – Strive for self-improvement, advancement

As the old saying goes, "Time flies when you are having fun." It is time for me to return to sea duty.

My tour has been challenging and rewarding. I am proud to have been able to serve as your detailer these past three years. In detailing, there is never a dull moment. I learned a lot about the enlisted distribution management system while working as a detailer and I look forward to sharing this knowledge with you in the fleet.

Type 6N duty classification change

Effective 1 January 1998, there is no more Type 6N duty. Sailors onboard Type 6N activities before 1 January 1998 will have their entire tour count as neutral duty for rotational purposes. Additionally, if you are in receipt of or have negotiated for Type 6N orders as of 30 May 1997, your entire tour will count as neutral duty for rotational purposes even if you report onboard on or after 1 January 1998. OTEIP benefits have been extended to personnel reporting to Type 6 duty after 1 January 1998.

Spouse Collocation policy change

Effective 1 July 1997, new accessions and first-term personnel who are military couples may be assigned simultaneous sea duty consistent with the needs of the Navy and the member's training.

Additionally, members who get married while on sea duty are required to complete their sea tour unless assigned to the same ship or the same shipboard embarked command. Military couples with dependents are required to maintain a current workable dependent care plan.

In closing, I would like to thank my counterparts in EPMAC and the command career counselors for their assistance and support in making my detailing job easier. I have enjoyed working with you.

To my fellow storekeepers, thank you very much for your continued support. The final thought that I would like to share with you is "careful career management leads to continued advancement." Map out your career path and develop a well-rounded career plan by setting your short

and long term goals toward advancement in rate.

I challenge each of you to strive for self-improvement and advancement in rate. Study hard. Seek positions of increased responsibility. Take that leadership role. Accept challenging sea duty assignments and do your job to the best of your abilities. There is no substitute for a rewarding sea tour; take advantage of it. Become warfare qualified. Don't just sit in the storeroom during GQ; volunteer to be a DCTT member or repair locker leader. The selection boards are looking for these types of collateral duties.

As I depart, please join me in welcoming my relief, SKCS(SW) Delacruz. He was selected from the best senior SKs in the Navy. I can assure you that he will continue to provide outstanding quality service to the SK community and the Navy.

SKCS(SW) R. P. Maliksi

SK E7-E9 Detailer

PERS-405FC

AK — New detailer urges early, frequent communication

I would like to introduce myself as the new E1-E4 and "A" school detailer. I came here from USS *John F. Kennedy* (CV-67).

Reporting from the fleet I truly understand how hard it can

sometimes be getting in touch with your detailer. The AK community is approximately 4,000 strong and being served by only two detailers.

To provide improved customer service, we've added an additional detailer to the team, myself, and I'm excited to be part of the team.

I hope you will continue to use the following available resources to reach your detailer:

- Telephone
- e-mail (Check the back of *Link* for address)
- SALTS

- Fax
- Message
- Letter.

Or if you are in the DC area feel free to stop by the Bureau of Naval Personnel for a visit.

I look forward to serving the AK community and providing the best customer service possible to the fleet.

AKC(AW) P.D.Nwosu
AK E1-E4/'A' School Detailer
PERS-405FD2

DK – Why are requested billets hard to get?

I receive many phone calls concerning new duty assignment preferences. I want you to understand that your wishes are always considered and I am doing everything to make your wishes come true.

Your requests are carefully evaluated and my objective is to try and satisfy every every Sailor. However, I must also consider the priority of billets I am required to fill. I try to match your desires, qualifications, and PRD to billet requirements. Most of the time I find a fit.

Remember, deploying units are always considered "essential fills" (especially for the senior DKs) as are the "one for one" billets in sea/shore activities.

What can you do to be successful in selecting your next duty assignment? First, always update your Enlisted Duty Preferences (NAVPERS 1306/63) and contact your detailer when you reach the nine-month window. Let me know of any special needs you have and be prepared to discuss alternatives. The bottom line, let us all "BE FLEXIBLE."

Know the rules for split tours

Rules for a split tour are in Enlisted Transfer Manual 3.12. We receive many split tour requests for cross-country moves. Many Sailors can avoid disappointment by discussing plans with their command career counselor before initiating a formal request. A split tour request must be submitted using the enlisted personnel action request (NAVPERS 1306/7).

The following key points are checked for a DK split tour:

- The request must be for the same type of assignment (sea duty to sea duty), in the same geographic location (the same geographic location is defined as any PCS move for which the total expected cost, including member's travel and trans-

Continued on page 50

A word from the new DK detailer

My name is DK1(SW) Ben Parran and I am the new E1-E5 DK. I am honored to be working within the DK community at BUPERS and I look forward to working with all of you in the future.

I intend to continue the quality service that I feel every person deserves. One of the biggest keys to this success is your enlisted duty preference form (NAVPERS 1306/63). I can not

stress the importance of making sure that it is updated and sent to BUPERS. It is what I will use to try to match your wishes with the needs of the Navy. If you do not have a current 1306/63 on record and fail to contact me, I am forced to place you without consideration of your preferences.

I am also here to help if you need assistance with your career

path. If you are at sea, an ESWS pin should be a priority, especially at the E5 level. It is never too early to start getting qualified for a warfare pin. Begin planning your career today.

Finally, if you find it hard to reach me by, contact me by e-mail. I will ensure that you receive an answer to your question.

DK1(SW) B. Parran
DK E1 - E5 Detailer
PERS-405FE1

Deck



From the community manager

BM, OS, RM, QM, SM – Community updates

Congratulations to all of our new chief petty officers! From a community management standpoint, advancement has been especially lean to paygrades E6 and above over the past few cycles. For those advanced, use your “know-how” to mentor someone else’s career progression. Review their qualifications, evaluations, and develop quality training programs to help them advance. Advancement exam preparation, choice of duty assignment, and command involvement are the keys to success across the board. In this competitive environment, only our top Sailors will make the cut.

Surface operations community snapshot

In general, the surface operations ratings at E5-E6 are adequately manned; E4 and below

paygrades are undermanned; and E7-E9 are generally overmanned.

Boatswain’s Mate



Undermanning at BM3 and below was a concern earlier in the year, but has since stabilized. Advancement opportunity to BM3 is projected to remain excellent through the upcoming advancement cycle. Overmanning is primarily at only two paygrades: E6 = 108 percent and E8 = 106 percent (June 1997 stats). To balance BM manning, we are encouraging rating conversion packages for overmanned paygrades. We also offered Temporary Early Retirement Authority (TERA) to E6s with 16 to 20 years of service, and E8s with 18 to 20 years of service (NAVADMIN 126/97 refers). Highly qualified BM E7-E9s are being sought for Landing Craft Air Cushion (LCAC) Operator (BM-0167).

Operations Specialist



Advancement opportunity has exceeded the ALNAV average for all paygrades, except OS1. Recently, OS manning dipped to 97 percent (June 1997 stats), although OS1s remained at around 105 percent. Our greatest concern is to retain highly trained experts at the E5 level where we have a noticeable shortfall at sea. To meet our objectives we are offering selective reenlistment bonus (SRB) for first termers and other critical NECs, in addition to special duty assignment pay (SDAP). All things considered, excellent career opportunities are expected to continue.

Continued on page 51

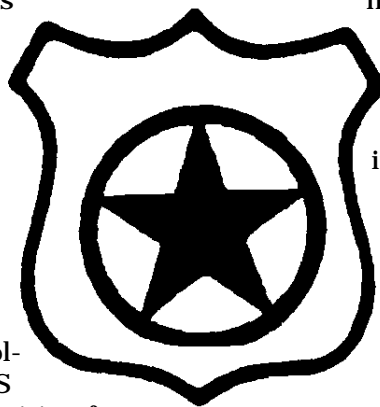
MA (E6 & below) – Call early for best service

Hi, I’m MA1 Driscoll the new E-6 & below detailer. That’s right, there are now two MA detailers so we’re twice as easy to reach. Our primary goal is to best serve you by the fairest means possible.

To reach this goal, start communicating with us when you reach your nine month window so we can negotiate the best orders for you and the Navy. Always remember master-at-arms are worldwide assignable and once your orders are written you are an asset to the manning control authority. The detailer cannot change your orders without their approval.

Congratulations to all the new LDOs and CPOs on your advancement. MAC Conn’s replacement will be MAC(SW/AW) Paris coming from the USS Ogden and will be at BUPERS in November.

Farewell and following seas to MACS Willis, who will be retiring from NCIS Headquarters after 22 years of faithful service. MACM(SW) Foster from Japan, will be taking the helm at NCIS, as the program



manager. Also, we welcome MAC Isaza as the new program manager for the MWD program taking over for MACM Caddis.

MA1(SW) Ken Driscoll
MA E6 and Below Detailer
PERS-405DF1

SM – New detailer on board

Greetings Flags! I am SMC(SW/AW) Dwayne Reese and I'd like to introduce myself as your new detailer. I report to BUPERS from Fleet Training Group, Little Creek, Va. I would like to express my sincere appreciation for the support given me by the Signalmen at FTG and from the Atlantic fleet during my tenure there.

SMCS Parks has transferred to PCU Harry S. Truman (CVN-75). We wish him good luck on his next assignment along with "Fair winds and following seas."

Let's talk about advancements. First, let me extend my heartiest congratulations to our new chiefs, SM1s, SM2s, SM3s, and designated strikers from the previous advancement cycle. Now, what did all 10 newly selected SMCs have in common? They are all attached to shipboard duty. Hint: Sustained superior performance at sea is still the number one priority for advancement.

Right now our priorities for shore duty are recruiting and recruit division commanders (RDC).

"But Chief, I want to go to NAVSTA Backyard for my shore duty." If this is your answer, don't be surprised when you don't advance.

My goal as your detailer is to provide you with the timeliest and fairest service as possible. To achieve this, please start communicating your desires as soon as you're within nine months of transferring and be prepared to make a decision. I am looking forward to working closely with each one of you. Don't hesitate to contact me concerning your career options and advancement path.

Remember, talk to your command career counselor, chain of command and more importantly your family members before contacting me concerning any issue that will affect your career.

Stay focused.

SMC(SW/AW) Dwayne Reese
SM E1-E9 Detailer
PERS-405DD

DK – continued from page 48

move and is considered as an assignment outside the geographic location).

- Must have served 24 months aboard present command before transfer and obliserve for 24 months or PST (whichever is greater) at receiving command.

- Chances for approval are greatly increased if your command will accept a gap for your billet.

- Performance must meet requirements in Enlisted Transfer Manual 3.121.

Contact your divisional or command career counselor for further details before requesting a split tour.

What is spouse collocation?

As the number of dual military families increases, so do our requests for spouse collocation. We always try to meet spouse collocation requests however, some are difficult to detail.

Our priority is to collocate you and your spouse. This may or may not be in the geographic area you request. We will try to find billets for you in your preferred area as billet availability allows.

To help make this process smoother, you and your spouse should submit NAVPERS 1306/7, Enlisted Personnel Action (attach copy of spouse's NAVPERS 1306/7), noting your spouse's name, rate and SSN, to your respective detailer about 10 - 12 months before your PRD.

While every effort is made to allow for collocation with your spouse, all assignments must be based on valid requirements. Sea-shore rotation will also play a major role in assignment. To ensure sea-shore rotations are met, members are detailed to opposite sea-shore rotations. Duty preferences for geographical location or type of duty may not always be available.

Remember, you must **plan ahead** and discuss your next duty assignment early with your

spouse at least 12 month before your transfer date. Our goal is to make your wish come true. If you have any further questions, please contact me at your convenience.

New DK detailer onboard

In order to improve our customer service, we have added a new DK detailer. I am proud to introduce and include DK1(SW) Parran on the DK detailing team. He reported onboard in June 1997 from USS *Reuben James* (FFG-57) home ported in Pearl Harbor, Hawaii. DK1 (SW) Parran will be the new DK E1-E5 detailer. Let us all welcome him aboard.

DKCS(SW) N. Denina
DK Detailer
PERS-405FE

Radioman



First, we would like to welcome aboard all former DPs to the RM community with the October 1, 1997, conversion. The RM-DP merger remains on track for October 1, 1998. Your experience, knowledge, and dedication to excellence will continue to accelerate the RM rating to the forefront of Navy's "Information Age." One of the most exciting new aspects of this merged rating is the various highly technical training pipelines under development. Here is a synopsis of these challenging schools:

- **Transmission Systems Technician (TST)** will be our rating's premiere radio frequency (RF) training pipeline. It will provide E4 (and above) RMs at afloat or ashore communications sites, a comprehensive RF path systems training (SHF and EHF), with a concentration in quality control, fault isolation, and fault correction.

This course is scheduled to pilot in October 1997; COMMSYSOPS, SHF, and EHF (East Coast) will not be operating because of equipment limitations. The actual course will open in March 1998; initially E4-E9s will be eligible to attend until a cadre of qualified technicians is achieved, then eligibility will be limited to E4-E6 only. The NEC is yet to be determined. Course length: 12 to 14 weeks. Training site: Norfolk, VA.

- **Information Systems Administrator (ISA)** is the first of four computer information schools established. ISA will be the standard for all network administration within the Navy and is a prerequisite for all other training in this pipeline. The course covers all aspects of the network administrator's job, including related systems. NEC 2735 is assigned for completion of this training. Initially, eligible paygrades include E4-E9; this will be modified to E4-E6 after adequate manning levels are reached. Course length: 8 weeks. Training sites: San Diego, CA; Dam Neck, VA; and Pensacola, FL.

- **Network System Vulnerability Technician (NSVT)** will provide the Navy with the highest quality of trained experts to maintain the security aspects of our networks. This course is now in pilot and will stand up in FY98. Eligible paygrades are

E6-E9. NEC is yet to be determined. Course length: 6 to 8 weeks. Training site: Pensacola, FL.

- **Advanced Network Analysis (ANA)** will provide the Navy with end-to-end experts for LAN and WAN development and maintenance. This course is currently under development and more information will be provided when available. Eligible paygrades are E6-E9. NEC is yet to be determined. Course length: 4 to 6 weeks. Training site: Pensacola, FL.

- **Information Systems Security Manager (ISSM)** will be the Navy's policy advisor for information systems data. This person will oversee the command's information systems, manage and develop local policy, and conduct audits. Eligible paygrades are E7-O4. Course length will be 3 weeks. Training site: Pensacola, FL.

The highly trained RM of the future will meet the challenges of the 21st century "Information Age" with confidence honed by a new set of skills. Entry into this rating will afford qualified candidates excellent career progression opportunities well into the future.

Quartermaster



Overall manning is healthy for the most part. Advancement opportunity is projected to continue in a positive trend across most paygrades, except for QMC, which is manned at 102 percent (June 1997 stats). The use of TERA and rating conversions was effective in leveling paygrade manning. Challenging billets continue to exist for senior quartermaster leadership at sea and for LCAC Operator (BM-0167).

Signalman

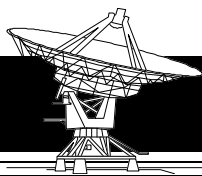


Overmanning at several paygrades makes advancement opportunity below the ALNAV average. Although E4 advancement is good, the career progression outlook is not expected to improve soon. FY98 TERA was offered to E5/E6/E8s (NAVADMIN 126/97 refers) and we are encouraging rating conversions to bring manning levels under control.

CDR Jim Taplett
Enlisted Community Manager
PERS 2211/N132D6

Link Online ...

<http://www.navy.mil/homepages/bupers>



From the asst. community manager

DS, ET, FC Snapshot

The combat systems ratings continue to receive attention, primarily because manning levels remain below fleet requirements. Several initiatives are underway to improve manning; they include policy changes affecting accession and reclassification, pay incentives, training revisions, and rating mergers.

DS, ET, FC

The DS to ET/FC merger is on track for October 1, 1998. The computer based training, CD-

ROM, which will provide Sailors with cross-training lesson plans, has been delayed slightly, but will be available to the fleet in October 1997. Because these three ratings are critically undermanned, requests for conversions, early out and temporary early retirement authority (TERA) are closely scrutinized for their impact on fleet readiness.

Fleet Reserve requests must allow at least nine months lead time for the detailee to identify a relief. The good news is that we are making progress and manning is slowly improving. With the exception of advancement to E8, opportunity should remain healthy.

How can you help? We need to get the word to junior Sailors (E1-E5) who are qualified to become ETs and FCs, but who are undesignated or are in overmanned ratings, that we need them. (In preparation for the merger, we are no longer taking requests for conversion to DS.) See your command career counselor for assistance.

DS/CS (SW) Jim Norman

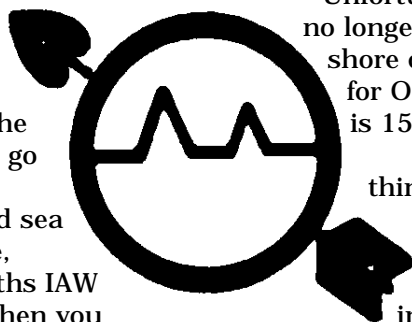
Asst. Surface Combat Systems ECM

PERS-221H1/N132D5A

OS — *First termers, first time callers*

Calling your detailee can be a very stressful experience. This is especially true if you are calling for the first time and want to go to shore duty.

If your prescribed sea tour (PST) is complete, which is now 60 months IAW NAVADMIN 044/97, then you are eligible for shore duty. The reality of the situation for E4 and below is that shore duty is at a premium and usually not in the location that most desire or can screen for. In the past, it was possible to request a general duty shore billet in Norfolk, San Diego, or another fleet concentration area, and the detailers were generally successful in locating an open requisition for the Sailor to fill.



Unfortunately that is no longer true. Current shore duty manning for OS E4 and below is 159 percent.

Here are a few things you can do to reduce the stress and anxiety of calling your detailee.

Be prepared to take another sea duty billet for a minimum activity tour (24 months).

Be willing to move out of the area.

Be prepared to say "yes" when the detailee offers you a billet that you like. Although it may seem convenient for you to wait for the billet you want, this doesn't always work. The large number of phone calls we get af-

ter the new requisitions come out usually guarantees that the few new billets are accepted very quickly by other Sailors. You should begin contacting your detailee up to nine months before your established projected rotation date (PRD).

A note from the E5-E6 West Coast detailee, OSCS Sullivan

Due to overwhelming sea duty requirements in Japan, remaining in CONUS for sea duty will not be as easy as it has in the past. Expect to complete at least one OUTUS sea tour in your career. For Sailors on the West Coast, that means Japan.

OS1(SW) Gary W. Norris
OS E1-E4 LANT Fleet Detailee
PERS-406CQ4

ET — Career issues

My first year as your detailer has been a real eye opener. I have become keenly aware of the importance of having a good working knowledge of the issues that can affect a naval career. By addressing two important issues here in *Link* (more in later issues), I hope to make your career planning easier.

STAR program

Great news about Selective Training and Reenlistment (STAR) program. We now have three schools on the career list; FFG-7 Comms (NEC 1428), Shipboard DAIR (NEC 1568), and AN/UPX-29 AEGIS IFF (NEC 1571). STAR offers a terrific opportunity for continued training and advancement for eligible members. Dig out that Enlisted Transfer

Manual, get smart on article 8.05, sit down with your career counselor, and take advantage of this program. Be sure to discuss this with your detailer to help you avoid any potential program pitfalls.

CPO Selection Board

The post-board detailer debrief did not reveal much new information. You've heard it before. Sustained superior performance is the number one criteria. Sea duty! Sea duty! Sea duty! Avoiding sea duty is career suicide.

A warfare pin is essential if you plan to advance. It's worth two points toward advancement for E5 and below. It also may make the wearer eligible for programs such as instructor duty, recruiter and recruit company

commander. As an ET, surface warfare is your primary pin and shame on you if you've been on a ship and don't have it.

State of the rate

I will keep it short and close with some insight into the status of the ET rating. We are manned at 85 percent overall. We will pick up about 1700 DSs in the FY98 DS/ET/FC merger but this will not improve our manning as the nine DS NECs we will gain are all undermanned.

As always, it is my pleasure to serve you. Do not hesitate to contact me, my time is your time (well, most of the time).

*ETCM(SW) H. K. Long
ET Detailer
PERS-406DE*

FC — Do your homework

We receive many calls from the fleet regarding many issues that could be the command level. These questions range from manning issues to spouse collocations.

Before calling your detailer, talk with your LCPO, divisional and command career counselors to ensure your "homework" is finished. This eliminates overload on our phones and allows us to answer e-mail more efficiently. If you have questions on manning, contact your readiness placement coordinator (RPC) who is listed on the front page of your command's EDVR. This person can also answer questions about requisitions for unplanned losses, limited duty (LIMDU), and pregnancies.

Limited duty is non-negotiable. If you're going from limited duty to full duty you will go to the top of the requisition. If you're going on LIMDU you

will be assigned where we have a billet available. This can, in rare cases, mean you may have to move to a new location. Each command is only allowed to have a given percentage of total manpower on LIMDU.

Are you looking for shore duty with the thought of separating at the end of that tour? If so, consider a challenging and rewarding tour that will enhance your career potential in case you change your mind about separating. Recruiting, recruit division commander, and instructor duty are among the best shore tours for career minded Sailors. Many factors can change your mind about separating from the Navy while serving on shore. Consideration for your long term career potential should always be at the forefront of any duty change decisions.

*FCC(SW) K. S. Ross
E1-E6 PAC Fleet Detailer
PERS-406CF2*

Link Online ...

<http://www.navy.mil/homepages/bupers>

MN — What's a mineman to do?

The two biggest questions I have to answer are "What billet will this mineman reporting to our command fill?" and "What kind of job will I, as a mineman have onboard the ship?"

Answers to these questions are determined by the NECs you hold. E5 through E8 billets and most E4 billets on MCM/MHC/ROTCREWs are coded for an NEC.

Billets coded with NECs 0401, 0410, 0488, and 0490 will fill sonar billets. Billets coded with NECs 0325, 0343, or 0342 will fill OS billets. All these billets essentially work in combat information center (CIC) operating and maintaining equipment. NEC 0107, mine sweeping BM, NEC

0812, Gunners Mate Small Arms Instructor, and all quad zeroes (no NEC assigned), are generally assigned deck functions. NAVPERS 18068F Volume II, Navy Enlisted Classifications (NECs) provides further detailed information on each of the above NECs.

Ultimately, the commanding officer will have the final say on where a Sailor will work.

Case in point, a mineman has multiple NECs (quite common) such as 0812 (Small Arms Instructor) and 0490 (AN/SQQ 32 Operator/Maintenance technician) on board ships. Does this individual work in CIC or deck? Your commanding officer will decide.

Most mine sweeping duty requires a large amount of cross training. This is due to the small crews, duty sections, personnel transferring, and unplanned losses. Commanding officers and chief petty officers constantly have to work with the available Sailors they have and cross training does seem to be one solution. However, with respect to orders issued by BUPERS the answer to the question, which job a Sailor fills depends on the primary assigned NEC the member will hold based on the orders issued.

MNCS Frank H. Darnold
MN E1 - E9 Detailer
PERS-406EM

STG — Detailing Issues

Congratulations to all the new chief petty officers. First class petty officers may be asking what they must do to become more competitive.

Here are a few pointers: serve in a good mix of sea and shore tours, maintain sustained superior performance, achieve in rate and other PQS qualifications (i.e., sonar supervisor, ASW evaluator, OOD underway), just to name a few. Get involved in your command, and don't forget warfare qualification and off-duty instruction.

OT/STG merger update

Effective 1 October 1997 all former OTs are STGs. Former OTs may continue to wear the OT rating insignia until they reenlist or are advanced.

Tour Extensions

Many factors are evaluated during the processing of a request to extend past the projected rotation date (PRD). For example, the sea duty requirements for a specific paygrade (i.e., STG2, STGCS, etc.) must be considered in order to maintain a fair distribution of available Sailors from sea duty to shore duty and from shore duty to sea duty.

Unusual circumstances must exist to extend anyone on shore duty. If such conditions exist, you should document and submit them with your request. The Enlisted Transfer Manual (Article 3.11)

provides additional information regarding extension requests from those on shore duty. Extensions on sea duty are handled on a case-by-case basis. The primary determining factor in the review process is whether a relief has been ordered into your command. If the answer is yes, your request will be processed, but will likely be disapproved.

Fleet Reserve requests

Again, a number of factors are reviewed during the screening process. Primary among those is the commanding officer's recommendation, whether a contact relief is required, and if a minimum activity tour (MAT) has been completed. Don't make plans for separation until your request is approved.

Bottom line

Regardless of your situation, when thinking about extending or transferring to Fleet Reserve, contact the detailer at least nine to 12 months before your PRD or desired fleet reserve date.

STGCM(SW) J. Archer
PERS-406EU
STGCS(SW) P. Curley
PERS-406EU1
OTMCS R. Watkins
PERS-406EU3
STG1(SW) R. Calvillo
PERS-406EU2
STG Detailers

TM — Follow on assignments

Since the last *Link* article some things have changed concerning ENCORE for first-term Sailors. E4s are now receiving ENCORE approval. If you are an E4 and have received an ENCORE disapproval you need to resubmit your request. TMs completing their first sea tour can expect to go to "C" school

and to an IMA for their first shore tour; all senior TMs without NECs will be going to "C" school as well. Manning at the torpedo IMAs dictates this; consequently, releasing anyone to shore special programs will be very unlikely.

For any questions you may have concerning your career, feel free to contact me personally or via e-mail.

TMCS(SW) A. L. Neese
TM Detailer
PERS-406EW

GM – New detailer onboard

I am GMCS(SW) Brian Hughes and I relieved GMCS Streeter as the GM PAC Fleet E1 to E6 Detailer. I have served in USS *Chosin* (CG 65), USS *Jouett* (CG 29), USS *Gridley* (CG 21), and Recruit Training Command, San Diego.

My goal is to help you grow in the gunners mate rating while meeting the demands of the Navy.

Before you call me, please make sure that you have talked to your LPO, LCPO, and command career counselor so that you are prepared to make a decision that will help both you and your career.

I look forward to talking with you in the future.

GMCS(SW) Brian A. Hughes
GM E-1 to E-6 PAC Fleet Detailer
PERS-406CG1

RM (E5, E6 PAC) – School updates

Congratulations to the new chief petty officers. A review of the list highlighted the importance of obtaining a warfare qualification when afforded the opportunity. The good news is the chance has broaden with the new sea/shore rotation. This change as outlined below, is required to match personnel inventory with billet requirements.

E-1-E4	E-5	E-6	E7-E9
Sea-Shore	Sea-Shore	Sea-Shore	Sea-Shore
54-36	48-36	45-36	36-36

How can I get a school enroute to my next PDS? Once you enter your nine month window and begin the negotiation process, billets on the requisition require specific specialties or Navy Enlisted Classifications (NEC). If you don't currently hold that specialty, your detailer will give you the training enroute.

What's happening in the world of class "C" schools? As identified in CNET Pensacola FL's 180254Z Jun 97, the Transmission System Technician (NEC 23XX) will replace the Surface Communication Systems Operator (A-260-0063), SHF SATCOM System Operator (A-202-0046) and Norfolk VA's stand alone EHF AN/USC-38(V) 2 (A-260-

0066) System Operator courses of instruction. Classes are tentatively schedule to commence early CY 98.

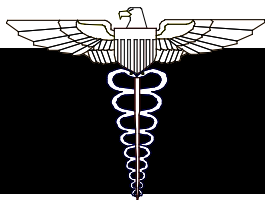
CNET Pensacola FL 060154Z Jun 97 addressed the phase out of Communication Material Systems Manager COI. NISSEAST Charleston SC is quota control for the Electronic Key Management Systems (EKMS).

Quota Control for Advanced Shipboard Information Systems manager (A-202-0041) in Norfolk VA is shared with FTC Norfolk and the Bureau. The course in San Diego is controlled by FTC San Diego.

Prior to assignment to Information System Administrator (A-202-0041), a review of your ASVAB scores will be conducted. This is to ensure that the most qualified personnel are attending the COI and operating our LANs.

RMCS(SW) B. Knox
RM PAC E5-E6 Detailer
PERS-406DR5

Medical & Dental



From the community manager

Changes in HM, DT school locations

To reduce costs and personnel, the Navy is consolidating its HM "A" schools into one location at Great Lakes, IL. On 18 June 1997, the Navy convened its last HM "A" School class in San Diego.

Also moving is the Dental Technician (DT) "A" School and the Laboratory Technician "C" Schools, which includes DT-8752 (Basic) and DT-8753 (Advanced). They are moving from Naval School of Dental Assisting and Technology (NSDAT) in San Diego to the new, "Joint" DT "A" and "C" School programs at Sheppard AFB in Wichita Falls, TX.

The first DT "A" School class (for Navy) in Texas is scheduled to convene 5 January 1998. This means there will not be any DT "A" School

From the HM, DT branch head

Tomorrow — Millington

It might as well be tomorrow that we start to execute our move to Millington, TN. Between March and August 1998 we will accomplish our move in three phases.

We already have many new detailers, and more new faces will join us in Millington. BUPERS is doing everything possible to ease the turmoil of the move. But we already know our biggest challenge will be timely execution of personnel transactions.

You need to make decisions early and plan ahead. If you enter the nine month PRD window during October 1997 and March 1998, you need to start consider-

ing your next assignment. Communicate with your detailer at the earliest possible date.

When discussing potential assignment opportunities – be realistic, up front. If you are ashore, ask for your choice of challenging and rewarding sea and overseas assignments. If you are overseas, consider the benefits of OTEIP and IPCOT, as applicable.

Also consider monetary benefits, entitlements that accrue, and the advantages for advancement and career progression. The earlier you express a desire to extend onboard, the greater the chance for favorable consideration. If you are interested in advanced training in FY97, act now! See your career counselor, talk with technicians, your command master chief and senior leadership advisor. Ask if you're qualified, or ask what it takes to become qualified.

class convening from October through December 1997. Upon graduation of the final DT "A" and "C" School classes in San Diego, the Naval School of Dental Assisting and Technology will be decommissioned and its remaining programs (DT-8703/HM-8424 and DT-8732) transferred to the Naval School of Health Sciences, San Diego.

Under the direction of the Interservice Training Review Organization (ITRO), numerous training programs for the Army, Air Force, and Navy are being studied for joint service consolidations. The goal is a single service becoming the host for specific training programs at their respective "Center of Excellence." The following locations are the "Centers of Excellence" for each service's enlisted medical training:

Army hosted: Fort Sam Houston in San Antonio, TX

Air Force hosted: Sheppard Air Force Base in Wichita Falls, TX

Navy hosted: Naval School of Health Sciences in San Diego, CA

HM-8501 NEC phase out

Due to legislative changes brought about by the Clinical Laboratory Improvement Amendments

Continued on page 59

Find out also how to complete your associate degree using credits earned through service training.

Read the CANTRAC, and apply early. Ensure your package is complete the first time. Incomplete school request packages represent almost 20 percent of all school packages received.

The greatest deficiencies are no PRT/HT-WT history and status, incomplete physicals, no documentation of citizenship or security clearance (as applicable, current or initiated), missing transcripts (high school, pre-requisite course, and/or college). Take note that incomplete packages may sit for a couple of months before being returned incomplete.

If you were given a chance to attend FMSS, and you were unsuccessful in completing the

Continued on page 59

Naval Reserve – Honor, courage, commitment continue

Opportunities exist for hospital corpsmen (HM) and dental technicians (DT) who are leaving active duty to continue their naval experience as an integral part of the Naval Reserve Medical Department. If you are approaching your EAOS and anticipate release from active duty, it may be worth your time to find out what the Naval Reserve has to offer.

Many HMs and DTs who leave active duty find the Naval Reserve's Reserve Allied Medical Personnel (RAMP) Program to be quite an enticing opportunity. The RAMP training program provides general and technical allied health education and training in critical Reserve medical Naval Enlisted Classification (NEC) specialties. This program funds equivalent civilian training to meet Reserve medical skill requirements that are difficult to attain through Navy or Tri-Service "C" schools. RAMP is a cost-effective means of attaining required critical Reserve medical NEC codes and is open to Selected Reserve general duty HM/DT personnel, including those in non-critical specialties. Eligible personnel include actively drilling Selected Reserve HM/DT personnel who have received Bureau of Naval Personnel (BUPERS) approved status as:

- HMs or DTs ("A" school graduates)
- Navy Veterans (NAVETs)

- Other Service Veterans (OSVETs)
- Air Force Specialty Code (AFSC) holders with medical and dental military occupational specialties (MOSs)

- Advanced Pay Grade (APG) personnel

While full-time student status is preferred, part-time status is acceptable. Following acceptance into an approved NEC equivalent program, the student incurs a six year extension or reenlistment obligation as an active drilling reservist.

The RAMP Program is the responsibility of the Naval School of Health Sciences, Bethesda, and is managed by HMC(SW) Ricky Brannam, USNR(TAR). Chief Brannam may be reached at DSN 295-2375, commercial (301) 295-2375, or e-mail rbrannam@nsh10.med.navy.mil.

For more information regarding the Naval Reserve and available programs and benefits, contact your command master chief, command career counselor, or local naval reserve recruiter. Also, contact me at DSN 225-3871, commercial (703) 695-3871, or e-mail p221o2@bupers.navy.mil.

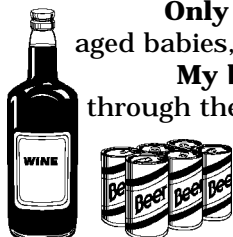
HMC Mark Foltz
Asst. HM, DT, DAPA ECM
PERS-22102/N132D13B

Myths about alcohol and pregnancy

Beer and wine are OK.Beer and wine contain alcohol. That's dangerous for your unborn baby. The U.S. Surgeon General advises expectant mothers not to take medicine containing it.

Only alcoholics have abnormal babies......Alcoholic women run a risk of bearing damaged babies, but they're not the only ones. As little as two drinks a day can harm your baby.

My baby is protected from alcohol......A pregnant mother nourishes her baby through the placenta, which cannot block alcohol. If she's drunk, so is the baby. Any alcohol in her bloodstream will be in the baby's body within one minute, and it could remain there for up to 24 hours.



Fetal Alcohol Syndrome (FAS)

The worst effects of FAS are seen in babies whose mothers drank at least six ounces of alcohol per day:

Mental retardation (brain damage) — the babies never reach a normal level of intelligence.

Deformed arms, legs, and face — FAS babies have problems with the joints of their limbs. This causes difficulties in walking and coordination.

Heart defects — the muscles can't work properly and some babies die in their first year because of this.

Growth problems — FAS babies are born underweight and smaller than normal size.

Overseas duty and retainability requirements

Overseas duty is exciting, rewarding and challenging, but it can also cause some unpleasant consequences for Sailors nearing their high year tenure (HYT).

The Enlisted Transfer Manual article 3.073 contains retainability requirements for personnel returning to CONUS from overseas locations. They are as follows: six months for return from Type 4 or dependent restricted tours, and 12 months for return from Type 3 or 6. Retainability is defined as

the amount of time remaining on one's contract upon PCS transfer from overseas or sea or dependent restricted tours (i.e., if you have 13 months left until your EAOS from the time you return to CONUS, you have 13 months retainability).

If you cannot meet this requirement due to approaching HYT or are unwilling to incur necessary obligated service to fulfill this requirement you will remain on station until your HYT date or EAOS.

A request for a HYT waiver to meet this requirement is usually not approved. Those who plan on transferring to Fleet Reserve upon return to CONUS should be prepared to complete a minimum activity tour (MAT).

Bottom line, before you jump on a set of overseas orders make sure you won't fall into the "retainability trap"

HMC(SS/FMF) John Werner
NEC 8402,07,16,32,51,52 Detailer
PERS-407CJ

HM (E6-E8) – Thanks for your great support

As I return to sea with MAG-31 in Beaufort, SC, I would like to thank everyone for their support during my tour at BUPERS. This has been the most rewarding and challenging tour ever.

I enjoyed this tour as your detailer more than I imagined. It

has been great having the opportunity to discuss career paths and assignment options with almost everyone at one time or another during this tour.

I strongly encourage each of you to strive for that challenging and career enhancing billet no

matter how hard it may appear. Again my sincere thank you to all CCCs, CMCs, and shipmates who made my job easy with their continued support.

HMCS(FMF) Joseph Manifold
HM E6-E8 Detailer
PERS-407CE

HM2 8404/0000 — Negotiating with the new guy

In my short time at BUPERS, I've learned much from the "old-timers" in the detailing community and from you — the hospital corpsmen on the other end of the phone line. I appreciate your openness in voicing concerns and especially in asking those tough questions. The learning process never ends.

I intend on putting all of my recent lessons to immediate use. My goal is to serve you as well as HM1 Kloos did. I hope that those of you who have recently submitted 1306/7 requests have noted that when I must reluctantly disapprove it or return it without action, I normally may recommend one or more acceptable alternatives. I'm hoping this will ensure that any resubmissions are realistic requests, and consistent with the needs of the Navy.

Speaking of reality, I think it's important that you know as much about the negotiating process as possible so that you can make informed decisions. First, you need to start negotiating, or have that "C"

school package onboard, immediately upon entering the nine month window.

Second, although it's a good idea to ask for that choice location that you've always wanted, be willing to listen to my side of the coin. A sure route to disappointment is to continually ask for something that isn't available. Third, be willing to fulfill the sea-shore rotation. This requires serving with the Fleet Marine Forces, at sea, or overseas. The Fleet Marine Force jobs make up the majority of my sea duty requisitions and I don't see that changing any time soon. It's becoming obvious that being a general duty corpsman means going to sea at least once with the FMF.

I look forward to serving you.

HMC(FMF) Miles D. Davis
HM2 8404/0000 Sea-Shore Detailer
PERS-407CN

ECM – continued from page 56

(CLIA), Navy Medicine stopped training basic laboratory technicians (HM-8501s) and began phasing out associated billet requirements in 1995. We have recently completed billet file changes by converting the remaining HM-8501 billets to either HM-8506 or HM-0000. Therefore, to accurately account for our available HM assets, members still holding the HM-8501 NEC will have one of the following actions taken:

1) If no SRB entitlement remains or if the member is attending or under orders to another "C" school, the member's HM-8501 NEC will be archived.

2) If selective reenlistment bonus (SRB) entitle-

ments still exist, members will be DNEC'd as HM-0000 at their current activity.

Members with (SRB) entitlements have until 1 April 1998, to request and be approved to attend HM-8506 school, or they may request to have their NEC archived sooner. This action is not punitive in nature, rather qualification requirements within the laboratory field have been raised to a new level and we must attain, then maintain these revised DOD standards. Questions regarding changes should be directed to the HM/DT Enlisted Community Manager at (703) 695-3868/3865; DSN 225, e-mail p221o@bupers.navy.mil.

*LCDR Ron Dodge
Enlisted Community Manager
PERS-2210/N132D13*

Branch head – cont. from page 56

course (other than due to being placed on LIMDU), you may not be considered as best qualified for many advanced training programs. A prerequisite to any training program is your ability to serve in any billet for your specialty. Although we do not know how the FMSS curriculum will transform within the next few months, there will still only be limited opportunities to attend.

The first priority is for HM and DT 'A' school male graduates, and for as many female graduates. The next priority is for those who have negotiated assignments to the FMF and those who must have successfully completed FMSS as a prerequisite to

advanced training. Lastly, every attempt is made to allow members who previously could not complete FMSS. This course is vital to the readiness of the Navy to support the Marine Corps.

If you wait too long, your request may be on its way to Millington when your PRD draws close, or your relief will already be under orders. By then it is almost too late for many requests to be favorably considered.

Remember, there are no shore-to-shore assignment opportunities except for rare situations. Those opportunities include:

- Instructor duty (don't wait until completion of your shore tour to request instructor duty),
- Isolated but challenging and

rewarding one-for-one assignments at I&I, Recruiting, MEPS, Headquarters (BUMED, BUPERS, etc.),

- Special duty (ASMRO, Joint Duty, Congress, DODMERB, SERE, new construction, etc.).

For these rare shore-to-shore opportunities, only the best qualified by NEC and screening are considered. If you have considered a continuous overseas tour (COT), there are very few opportunities for selected NECs and paygrades. COT is solely based on 'critical need' and cost-effectiveness of the move. Choices and opportunities become scarce the longer you wait.

*CDR Ron Carroll
Enlisted Community Manager
PERS-407*

Amphib. Recon. Corpsman (HM 8427) Open to E1-E6

We are looking for Sailors with NEC 8404 experience who are ready to accept a challenging assignment. Upon successful completion of training you will serve with the FMF units or within the recon infrastructure of the Marine Corps. SRB and currently SDAP are authorized. If you are interested in a rewarding and challenging assignment and meet the requirements in accordance with the HM8427 CANTRAC, contact your command career counselor.

*HMCS(SW) J. F. Prus
HM 8403, 8424, 8425, 8427, 8491-8494 Detailer
PERS-407CH*



CTA – Vision update

We have significantly enhanced CTA entry level training to meet skills required in a technology-based environment. Heavy emphasis is on software applications (Word, PowerPoint, Access, Excel, etc.), AIS operations, information management and desktop operating skills.

Lesson topics in the global network infrastructure (GNI), communications, information operations and information warfare

including various operational systems employed throughout the fleet, will enhance overall knowledge in cryptologic operations.

A working group validated the need for journeyman-level training ("C" school) which will focus

on advanced software applications usage, workflow management, and Web page design and construction. COMNAVSECGRU will host a working group with fleet CINC/appropriate representatives to further define this requirement and develop a POA&M.

The Cryptologic and Intelligence Training Requirements Review (CRITRR) summary produced significant and positive changes to entry level training, as well as identifying shortfalls in journeyman-level skills.

Together, these actions will enhance ongoing efforts to increase the overall technical skills of the rating. A special thanks to CTACM Trignano for

making the vision a "reality." As the lead man, a lot has been devoted to ensuring the CTA rating is at the forefront in keeping up with cryptologic operations.

CTAC W. Bolton
CTA Detailer
PERS-408CK

CTA manning as of August 1997

E9 E8..... E7E6 E5 E4.....E1-E3

EPA ...	20	.....	41	.....	140	.....	282	.....	439	.....	219	.....	110
BA.....	20	.....	40	.....	146	.....	281	.....	445	.....	214	.....	107
INV.....	17	.....	37	.....	135	.....	258	.....	363	.....	204	.....	159
%	85	.....	90.2	..	96.4	.....	91.5	.....	82.7	.....	93.2	.....	144.5

CTA – More on our future

Here are some of the questions that have come from CTAs during the past few months concerning the CTA rating.

Do we have a future? How do we fit into the future plans of COMNAVSECGRU and other claimancies around the world. What will be the requirement for administrative/personnel/workflow/security/information management? Do we need a new definition of support? What support role do we play? How do we provide that support? Does our future include: programming, network system administration, database administration, information system administration, applications specialist or a little of all of the above?

So what do you think? Is your question included here?

What type of unique training and processes are taking place at your command that are addressing some of these questions?

There are a lot of questions, however, there are not a lot of clear cut answers. There are a few interesting possibilities, but with mergers, outsourcing, manpower/billet reductions, future information operations/information warfare issues still unresolved it is still too early to say without a doubt what the future will hold.

Here is what we do know right now. Our Cryptologic Training Review was held in June 97. It was attended by representatives from CINCPAC, CINCLANTFLT, CINCUSNAVEUR, COMNAVSECGRU, CNET/NTTC, BUPERS, and SPAWARS.

The members approved a drastic overhaul of the basic CTA "A" school curriculum. The new curriculum will take the CTA rating into the next century with skills necessary to perform as a applications specialist in a more technically oriented environment.

This curriculum update included a significant increase in AIS skills, with specific focus on applications such as: Word, PowerPoint, Excel, E-mail, data manipulation, building templates, web pages, import/export data etc. This upgraded technology based training will also include IO/IW curriculum, and an overview of the global communications network. Additionally, during this CRITRR process, a requirement for advanced level applications training ("C" school)

Continued on page 61

CTM (E6-E9) – Detailer turnover

I would like to introduce myself as your new E6 to E9 detailer. CTMC Modrzynski stands relieved, and by the time you read this, he will be at San Antonio Logistics Support Activity (SALSA). I look forward to hearing from you to negotiate assignments to your next tour of duty.

I would also like to congratulate our shipmates on their selection to the ranks of chief petty officer. You will all face many challenges as a chief, and I encourage you to meet them head on – take care of our Navy, and most importantly, our outstanding Sailors.

To those not selected, continue pressing forward. Those who are deserving will be rewarded for their efforts and commitment. I have a few recommendations and comments that may help you.

Challenging assignments

We have all heard this often, but we always come back to it. Going to sea and living in the OUTBOARD or SSES space will not make you competitive. This concept applies to isolated and independent duty assignments. Going there is not enough – you must get involved. This is espe-

CTA – continued from page 60

was discussed and a working group will be held in the near future to identify and validate this requirement. This is the right thing to do, all of our current CTAs in the field need advanced level training.

Here is what we do right now. Support the Delta training effort, as well as any additional training available within your command or its immediate locale. Delta training is all we have right now and it has been a positive step towards our goal of bringing all CTAs into the computer environment. It will not be the last step we take. Pursue 100 percent completion rate of the delta training material and encourage your fellow CTAs to do the same. Delta training material is an important tool for our com-

munity and we need to support it until some additional advanced training is established.

Master training specialists, warfare qualifications

If you find yourself detailed to a location where the opportunity exists (if a program is in place, the opportunity exists) to obtain one of these qualifications, do so. It will make you a better, more knowledgeable Sailor. Understand this ... selection boards do not look favorably upon those people who had the opportunity and failed to seize it.

Call nine months before PRD

A note concerning our PRD detailing window. As you all know, your window for contacting me (this also applies to all E5 and below personnel, so please pass the word) for orders opens at nine months out from your PRD.

Every effort is made to detail you as soon as possible for your planning purposes. However, due to base closures, realignment, and decommissionings, we are seeing the detailing window clos-

ing in around the six month time frame, and even to the minimum of four months in some instances.

We realize this creates added pressure for you, and we try our best to keep it from happening, but please understand that it occurs because of funding and availability issues.

I would also like to ask you to thoroughly review and evaluate NAVPERS 1306/7 requests. Already I have seen an abundance of requests where, for example, a Sailor received training (that comes with a four year payback) and after completing the initial assignment under that NEC, submits a request for their next duty assignment where they obviously cannot complete the payback for the specialized NEC training they received. Commonly, these requests are forwarded to us recommending approval. While every effort is made to try and meet the needs and desires of our members, our funding situation dictates that we cannot afford to take this approach as often as it seems to be happening.

Continued on page 62

munity and we need to support it until some additional advanced training is established.

The good news for our future is that with the revision to the “A” school, we have ensured that all of the new graduates enter computer-based environments with a basic computer background and knowledge to allow them to quickly become experts in many of the applications currently in use.

If you have any questions, or ideas, please don’t hesitate to send them to me. We need to work together to ensure our community has the skills and training to ensure the proper cradle to grave career development to support the information operations and information warfare mission.

CTACM Brian Farrell
CTA TECHAD
PERS-221N

CTR — Impacts on assignments *Spouse collocation*

As detailers, we have always supported BUPERS military couple assignment policy by making every effort not to place military couples on simultaneous sea duty when they requested spouse collocation. (In the event simultaneous sea duty occurred, it required that the couple sign Page 13s volunteering to do so.)

The policy is that first-term personnel are assigned sea duty or overseas duty upon graduating "A" school in order to maximum our training dollars. In view of right-sizing and budget restrictions, NAVADMIN 148/97 will affect collocation requests received from first-term Sailors.

The gist of the NAVADMIN modification is that new Sailors (from boot camp) and first-term personnel who request spouse collocation may be assigned simultaneous sea duty based on the needs of the Navy and the members' training. The cost of finding an alternative set of orders to allow one member to remain on shore duty, or to divert a Sailor who marries en route to executing orders, has been considerable.

This change reflects the need to economize how we accommodate spouse collocations and to ensure we use the training

given to our junior Sailors. Again, this modification applies only to first-term personnel.

Rotation

The CTR rating has OUTUS-CONUS instead of sea-shore rotation. OUTUS translates to Type 2, 3, 4 or 6 for either sea duty or overseas duty. The following is a breakout of the different type duties:

Type 1 - Shore duty in CONUS

Type 2 - Sea duty (homeported CONUS)

Type 3 - Isolated/Arduous shore duty overseas

Type 4 - Sea duty (forward deployed overseas)

Type 6 - Shore duty overseas

In consideration of career progression and fair share manning, our first offer for anyone finishing their CONUS tour will be sea duty Type 2 or 4 or possibly Type 3 in the event there is no sea duty available.

If an individual is completing Type 6 duty and they require another OUTUS in rotation, they will be offered Type 2, 3, or 4 rather than back-to-back Type 6. This will allow fellow Sailors coming off sea duty who also require another OUTUS the opportunity for Type 6 duty. We make every effort to prevent detailing any Sailor to back-to-back sea duty (unless they request the assignment).

Please keep your rotation in mind as you prepare to negotiate for orders. Your duty preferences should reflect your rotation. If you're coming off CONUS shore duty and you're not a senior or

master chief petty officer, it is unrealistic to present your duty preferences for another CONUS when you call. I know I'm beginning to sound like a broken record here but, based on the phone calls that master chief and I have received, I'd like to reiterate the rotations for all of our paygrades:

E1 - E5 2 OUTUS/1 CONUS

E6 - E7 1 OUTUS/1 CONUS

E8 - E9 1 OUTUS/2 CONUS

Sea duty

You know I can't let a *Link* article go by without mentioning this at least once. We have over 77 ships with CTR PCS requirements. OUTUS requirements make up 47 percent of our total billets for all paygrades. Of those OUTUS billets, over 55 percent are for sea duty. This information is to assist you in making a realistic assessment of what duty will be offered for an OUTUS rotation.

As for CONUS shore duty, 74 percent of all CTR billets for stateside shore duty are in the Ft. Meade and Washington, DC area. This information is to assist you in planning your future Navy career.

CTRCM(SW) J. Doran
CTR Detailer E6-E9
PERS-408CH

CTR1 K. Logsdon
CTR Detailer E1-E5
PERS-408CH1

CTM – continued from page 61

Lastly, a warm welcome to CTM1(SW) Wayne Clarke, who reported onboard in August as the new CTM E5 and below detailer. He replaced CTM1(SS) Bill Jessup, who was selected for the limited duty

officer program. Petty Officer Jessup became ENS Jessup on 1 October 1997 and will transfer to his first duty assignment as a naval officer in Diego Garcia. Congratulations!

CTMCS(SW) J. Warrick
CTM E6 - E9 Detailer
PERS-408CF

CTT – Exceptional Family Member Program (EFM) updates

We are continuing to experience problems with the EFM status of some constituents which has a detrimental effect on the detailing process for those Sailors involved.

For example, we've seen delays and loss of orders (you could lose those great orders or school you once had), and delays in detachment dates. Prompt and proper action on your part can prevent these problems from happening. A good rule-of-thumb: ensure your EFM status is updated before negotiating orders.

Detailing procedures

"I spoke to Petty Officer Navy at NSGA Medina who is transferring the same month I am and I would like to take his or billet."

We receive quite a few calls like that. This may sound like an effective way to do business, but in reality there are many other things to consider. Have manning levels at the desired activity changed? Are there other higher priority billets that need to be filled first? Are you eligible for the duty requested with regard to sea-shore rotation, NEC, and skill background? These and many other questions are addressed during the order negotiation process, and they all have a bearing on your next assignment.

To ensure you get the best assignment, contact your detailer once you are "in the window" and be ready to make a commitment when you are on the phone. We normally detail seven months out from your PRD, due to billet changes and priority fluctuations, even though we can see nine months out.

Requisitions are driven by vacancies of billets not by the paygrade of individuals detaching from a command.

For example, a command may have a billet allowance for three chiefs, four first classes, and three second classes. Current manning is four chiefs onboard, (one first class promoted to chief), three first classes, and three second classes. A chief detaching will create a first class requisition. Why? Because the first class promoting to chief is now filling one of the three chief slots, therefore a first class requisition will be generated. If one of the second classes had also promoted to first class, a second class requisition would be generated, even though a chief had departed.

FAQs

Q: Why can't I get orders to NSGD Wherever? I know there is a billet coming open because my friend is there and transfers the same time I do.

A: CONUS-OUTUS rotation is established based on approximately 100 percent manning of the rating. When a rating is approximately 88 percent manned, obviously not many commands will have 100 percent of their billets filled. The percentage is determined by the manning control authorities who prioritize billet fills based on Type 2, 3, and 4 duty (sea duty-OUTUS) being filled at a higher percentage. This is called fair-share manning which is accomplished by suppressing billets at most commands but primarily at Type 1 and 6 (shore) duty stations. A duty station may have a valid bil-

let requirement based on mission, however, based on fair-share manning the detailer may not receive a requisition for that billet to detail against. For this reason, you may be offered (per the ENLTRANSMAN) billets that are not within your established rotation pattern.

Q: Can I be released for duty in special programs such as recruiting, recruit division commander, physical security?

A: It is certainly recognized that special programs can be rewarding to both the individual and their careers. Unfortunately, when a rating is so critically undermanned it is next to impossible to justify gapping valid billets within the rating. Until manning returns to a more acceptable level it will be almost impossible to favorably endorse requests for duty outside of the rating.

Q: Can I get a school in conjunction with PCS?

A: In many cases the answer is "yes," however, some factors affecting that decision are as follows: training funds (TEMDUINS) are budgeted each fiscal year based on anticipated requirements to fill billets. As a general rule, schools are assigned based on the NEC required for the billet that an individual will be filling. When a member attends an NEC producing school, every effort is made to detail that individual to billets requiring that NEC for two consecutive tours to justify TEMDUINS spent before retraining to another NEC.

CTTCM (AW) T. Sampson
CTT Detailer E6-E9
PERS-408CJ

CTTC F. Rogers
CTT Detailer E1-E5
PERS-408CJ1

IS – Your next duty assignment

The telephone calls come in every day from Sailors asking for that “dream assignment.” You know the one I mean, the three years in Australia, or the ski vacation in Colorado Springs. Yes, I hear it every day and I have to go through the same routine of explaining that the needs of the Navy outweigh the desires of the Sailor.

When we volunteered for duty in the Navy, no one promised us that each assignment

would be a “dream come true.” We all willingly swore an oath “**to support and defend the Constitution and obey the orders ...**” This sometimes means that we take the orders for where the Navy needs us rather than the duty station of choice. When we come into the projected rotation date (PRD) window, there are several things that each of us should do before calling the detailer.

First, look at where you are. By this I mean what type of duty are you currently serving on, your paygrade, and your future goals.

Second, talk to your career counselor or leading chief, who can work within the framework of the Enlisted Transfer Manual and your sea-shore rotation to help you make the right decision: and

finally, be realistic when talking with the detailer. No one wants an alternative like “You either go to sea or get out.” If you are on shore duty, you’re going to sea duty and vice versa.

With this in mind, let’s all start FY98 off positive and clearly set goals for ourselves, the intelligence specialist rating, and the Navy.

As 1997 ends, we must say “Fair winds and following seas” to a good shipmate and friend, ISC(SW) David D. Solak as he retires from active duty. I personally wish him and his family the best in the years to come.

ISC(M/SS/DV) S.J. Williams
IS E6 - E9 Detailer/TECHAD
PERS-408CD

EW — New occupational standards

We receive many school requests and we try to say yes to all of them. The biggest reason for disapproval, however, is low ASVAB scores. We will not approve your request if you don’t meet the minimum standards.

In June of this year we held an occupational standards review based on fleet input of what fleet EWs are doing these days. It was a very productive meeting and it is hoped that the new occupational standards will drive a review of our EW “A” school to ensure we are teaching what our EWs need to do their job.

The next step in the process is NAVMAC (Navy manpower) sending out copies of the proposed occupational standards to several commands asking the EWs there to comment on whether they perform those tasks. Provided the majority reply that they do these tasks, NAVMAC will visit selected ships in San Diego and Norfolk and verify that EWs do these functions.

After all this, the occupational standards are finally approved and things like “A”&“C” schools change, rating exams change, and so on. It’s a long process but a necessary one to ensure that accurate data is collected. Those of you personally involved, I urge you to be honest and provide candid answers.

We are in that part of the cycle again when EW-related shore duty is rare. To that end, we will be looking at “big” Navy billets, such as recruiting,

recruit company commander, CAAC, EEO, and physical security. These are very rewarding tours and can possibly be the “ticket” you need to help jump start your career.

Looking to make chief?

Here are a few stats from the last E7 selection board:

- There were 161 candidates before the board and 39 were selected for a 24 percent advancement opportunity
- Thirty-one of 39 candidates advanced were on sea duty
- A large majority selected were “Early Promotes”
- All but one selected maintained sea-shore rotation
- Average time in service was well above 11 years; the number of early selects was down from previous years
- All but three candidates had a warfare device

Although this information gives you some of the things this year’s board looked for, **never** chase a board. There were several successful folks who had been before many selection boards, but who did not give up and kept “hard charging.” Performance was the overriding factor. Consistently performing above your peers carried a lot of weight.

Continued on page 65

New CTR technical advisor, enlisted community manager

I'm CTRCM(SW/AW) LeRoy "Peanut, Woody" Woodcock and it's an honor to be the new technical advisor (TECHAD).

As an enlisted community manager, my goal is to focus on ensuring that we continue to have a viable career path into the 21st century. In this capacity, I will serve as your representative in all issues dealing with policy affecting the manning and career

progression opportunities for our community.

Some key issues include: determining advancement opportunity and sea-shore rotation, whether selective reenlistment bonus (SRB) or temporary early retirement authority (TERA) will be offered, and recommendations on early separation and conversion requests.

I would be happy to hear from you regarding your career

concerns at any time. If you are dissatisfied with a set or orders, however, it's best to contact your detailer.

The CT rating offers a bright future to those willing to remain flexible in balancing the Navy's needs with your own goals. If you have any questions, please feel free to call me at DSN 225-3320, commercial (703) 695-3320, or e-mail p221n5@bupers.navy.mil. I look forward to working with you.

CTRCM (SW/AW) LeRoy Woodcock

CTR TECHAD

PERS-221N5/N132D8E

EW – continued from page 64

The new eval system has plenty of room on the back, use it all.

There have been a lot rumors lately concerning the **possible** merger of the EW and CTT ratings. Neither the primary resource sponsor (CNO N869) nor the actual entities which own the rating merger process (CNO/N1 & BUPERS) have this issue for action.

What happened is that COMNAVSECGRU and the EW and CTT community managers have developed a plan to merge a significant portion of the EW rating into the CTT community in FY03 consistent with the operational introduction of the AN/SLY-2 (SLQ-32A(V) replacement). But, it is just that – a plan. Much work remains. The resource sponsors, FLTCINCs, BUPERS, and the NEOCS board must review the plan, ensure all the information and de-

tails are correct, and then forward the plan to SECNAV for approval. In other words, there currently is no light at the end of the tunnel – we haven't even found the tunnel yet. So, before you send me a request to convert to CTT, let me save you the paper by saying "No!" We need EWs to man the SLQ-32 now and in the future. I (and my relief) will continue to update this effort in future *Link* articles or in message traffic as appropriate.

A few short months from now, BUPERS will be moving to Millington, TN. We are going to do the best we can to ensure a smooth and transparent transition to our new home. We hope the impact will be minimum on everyone outside the building and ask your patience until we get everything worked out.

EWCS(SW) D. G. Jenkins

EW Detailer

PERS-408CL

Good to know

Can you spot the problem drinker?

Gulping drinks when he or she arrives at a party, when it's cocktail hour etc.

Reliance on alcohol to relieve real or imaginary symptoms such as pain, tension or insomnia.

Becoming easily upset if anyone complains about his or her drinking.

Sudden intoxication after only one or two drinks may indicate secret drinking.

Hiding alcohol or disposing of empties when he or she thinks no one can see.

Blackouts, loss of memory – Can't remember what happened during drinking periods.

Loss of self control when drinking slurred speech, confused conversation, difficulty standing, walking.

Neglect of family responsibility, frequent absence or lateness for work.

Frequent moodiness, irritation, anger, defensiveness, jealousy, unpredictability, all without apparent cause.

Physical complaints that may relate to an alcohol problem. Inefficiency, low energy, weight change, sleepiness, and accidents.

CTT TECHAD – T-Birds return to Italy

Congratulations to all who just put on khakis. Some people look at it as just another pay raise but “true professionals” accept it as a new, more exciting challenge and an even greater opportunity to excel. Well done to all those CTT professionals!

New CPO stats

After each chief, senior, and master chief selection board, we compile statistics from the records of those selected to identify trends in various areas such as previous duty stations and qualifications achieved. This data, in turn, provides us feedback to those preparing for future promotion cycles.

The following are a few interesting stats from the last chief's promotion profiles:

- From 195 candidates, 119 scored high enough on the test to be “board eligible,” of which 22 were selected for promotion. Twelve percent of those board eligible were female and 13.7 percent of those selected were female. Chances for promotion

were approximately one out of five.

- One individual was an early select.
- Nine had warfare qualifications and four had master training specialist (MTS).
- Duty assignments history: 15 completed fleet direct support (DIRSUP); 11 instructor; 11 joint service tours; 13 directed unaccompanied; six PCS afloat; five air crew; 12 had tours in both Classic Wizard and conventional ELINT, supporting the theory that “career diversification” is a good thing.

These statistics represent many of the things generally accepted as “ticket punches” for CTTs to be competitive. The vast majority of CPO selectees this year, as in the past, had volunteered for and been fortunate enough to have served in several diverse areas within the CTT career field.

Billets

No major billet changes anticipated for the rating except for CTTs going back to Italy for duty.

Approximately ten years ago the CTT DIRSUP mission in the Mediterranean moved from Naples to Rota, Spain. Since that time no PCS billets for CTTs have existed in Italy until now. We have four new battle force ELINT analyst (BFEA) staff billets (two E6 and two E5) for duty onboard the Sixth Fleet flagship in Gaeta, Italy.

Additional billets are now online for the VAQ squadrons on the West Coast. Most squadrons now have two E5 billets which are there to provide support to deploying aircrews and to maintain the squadron ELINT database, both at home plate and deployed. Although not actually flying, duty with the squadrons is considered sea duty.

Also, we now have one E5 and one E4 billet at the Regional SIGINT Operations Center (RSOC) in Medina, TX. Requirement is for BFEA analysts.

CTTCM (AW) T. Sampson
CTT TECHAD
PERS-408CJ

CTI TECHAD – Community affairs

Congratulations all the newly promoted chief petty officers. I hope you all thoroughly enjoyed the “Rites of Passage.” The Navy needs new and enthusiastic leadership and hopefully you are all up to the tasks and challenges of the future.

For those of you who didn't get promoted nor made the board, take a hard look at yourselves and talk with your chiefs, senior chiefs, and master chiefs. Plot out a strategy that may help put you over the hump for next year's board.

As this is my final *Link* article, I suppose it is proper to pass on a little nostalgia from my tour at BUPERS as the CTI technical advisor. It has been a very educational and enlightening experience. The TECHADs are responsible for all “A” and “C” school planning, quotas for recruiting and fleet conver-

sions, submissions for their rating's SRB, EB, advancement quotas (notice I said “submissions” not “approvals”), chops on TERA, early out, conversions to other ratings, and many other tasks.

It has been an exciting time to be here as our community has continued to grow in numbers, but extremely challenging as the requirements have shifted from one language to another.

The reward has been knowing that during all the changes and challenges, you have all successfully accomplished each task.

I will be replaced by Senior Chief Ron “Jolly” Harris (I still after 17 years don't know why his nickname is “Jolly”). He has a wide variety of DIRSUP experience, demonstrated leadership, and is qualified in two languages.

Furthermore, he totally understands the issues of the community and the needs of our Sail-

Continued on page 67

CTO TECHAD — Rating future bright

Fair winds and following seas to CTOCM(AW) Dean Smith who recently retired. He saw our rating go from ST2D/TTY technology to the current networking/LAN/WAN/MAN technology of today.

If it hadn't been for Master Chief Smith's ability to solve the problem of getting the rating up to date, as well as being the catalyst for the creation of new schools and in-rate training, I'm afraid we would be out of a job. I know you join with me in wishing him all the best and success in the civilian world.

I'm CTOCS(AW/NAC) Steve Jewell, the new CTO Technical Advisor (TECHAD) at BUPERS. I look forward to working for you over the next three years. If you have a question about *anything* related to our rate or just want some sage (read "old") advice, please call (DSN 224-5512, commercial (703) 614-5512). I'm here to make your career as a CTO as successful as possible.

The new cryptologic communicator has arrived. Virtually every aspect of the CTO rating has changed.

Everything we do and how we do it is different today from just three-five years ago. The initiatives that Master Chief Smith spearheaded are in full swing and you will now have the opportunity to retrain and update your communications skills as your career progresses.

Regardless of what you have heard, CTOs are here to stay. The outlook for the CTO rating for the foreseeable future is extremely bright.

The new CTO is a highly skilled technician with advanced universal networking and information management skills. He or she is capable of operating in virtual environments providing command, control, communications, computers and intelligence (C4I) support from both ashore and afloat as well as information warfare/operations (IW/OW).

New schools, Delta training, and new rate training manuals are the initial efforts to update CTO training to meet the present requirements of the communicator.

To be effective in today's telecommunications environment, CTO training must be up-to-date to try and keep pace with technological advances that are coming at an alarming rate. We can not rely on "A" and "C" schools or advancement-in-rate (AIR) requirements to keep us up to date.

To quickly increase the technical skills across the rating, we have adopted the Delta (deficiency) training concept. You should have already completed the first in a series of CTO Delta training packages on CD-ROM. Future Delta packages will build on the initial package to help us

keep CTO job skills on the cutting edge of technology.

For a complete list of schools and NECs available to you, please consult our BUPERS Access page.

Advancements within the CTO community continue to be slightly above the Navy average. The rates for 1995-96 advancements were 21 percent for E7, 16 percent for E6, 36 percent for E5, and 64 percent for E4. These percentages are on the high side when compared to the rest of the Navy. 1997 rates for the first advancement cycle were 19 percent for E-7, 14 percent for E-6, 14 percent for E-5, and 100 percent for E-4.

As the Navy down-sizes, advancements are tightening up. Advancement opportunities will decrease as billets are deleted.

Additionally, the final multiple will be on the rise which means that studying becomes increasingly important. Remember, you control your test score based on the amount of time you dedicate to studying.

Sustained superior performance coupled with a good test score will still get you advanced. Work hard, study hard, take the hard jobs and you'll be rewarded with a steadily advancing career! Keep charging!

CTOCS(AW/NAC) Steve Jewell
CTO TECHAD
PERS-221NO

CTI TECHAD – continued from page 66

ors. I know the community will be in extremely capable hands.

Finally, a word to you all on detailing. Senior Chief Miranda has done an excellent job as your detailer. The detailers do an outstanding job trying to meet billet requirements and the needs of each of you. The detailing process has restraints on current rotation, minimum tour lengths, matching openings in schools and commands with available personnel who meet paygrade and NEC requirements, EFM,

extreme PCS and TEMDUINS budget constraints, and of course, the needs of the Navy. When contacting your detailer, have more than two duty preferences and be flexible. I've always wanted orders to Bermuda myself.

It's been great and keep up the outstanding work!

CTICS Harris
CTI Technical Advisor
PERS-221N/N132D8B

TAR enlisted community manager's corner

FY98 TAR TERA

FY98 TAR TERA is closed. Approximately 60 Sailors were able to use TERA for early retirement. Currently, funding exists for a FY99 TERA program; notification will be by message in January 1998. It should be structured similarly to the FY98 TERA.

Critical ratings and NECs

We are still in urgent need of C-130 and P-3 flight engineers, MH-53 AMCM aircrewmembers and maintenance technicians, C-130 maintenance technicians, MCM ENs, MCM EMs, and BMs.

Our ability to access prior service, highly qualified person-

nel is very limited for the remainder of FY97 and all of FY98. In all ratings we have either a full complement or an excess of E6 personnel compared to billets authorized, and in most ratings we have a shortage of E4 personnel.

Unless they have a critical NEC, E6 applicants are not normally selected. We are working to deal with these issues and will keep you posted as changes occur. If there are any questions on specific community issues, please do not hesitate to call me.

We have urgent requirements for the following list of NECs and ratings. The critical need NECs have a much higher priority over our need for a specific rating. So, if you fall into one of the following critical need

NECs, please call me before submitting your package.

NECs

4666, 4316, 4324, 7225, 8226, 8318, 8251, 8252, 8303, 8803.

Ratings

AME3, AMS3, AS3, AD3, AK3, AMH3, AO3, AT3, AW3, BM2, BM3, DK2, DK3, DP2, DP3, EM2, EM3, EN2, EN3, ET2, ET3, IC2, IC3, PR3, RM2, RM3, SK3.

If you are interested in applying for the TAR program, consult chapter 22 of the Enlisted Transfer Manual for details in how to prepare your request package. Also, don't hesitate to call me to obtain additional background information on the community in which you are interested. Mail your package to PERS-913D. Status reports can be obtained through that office by contacting YN2 Langhorne at DSN 288-8661 or commercial (202) 433-8661. I can be reached through one of the following: DSN 224-6646, commercial (703) 614-6646, fax (703) 614-6502, or e-mail to p221s@bupers.navy.mil.

CDR Dean Marzetta
TAR ECM
PERS-221S/N132D11

Exchange of duty

There are times when assigning a Sailor to a specific area is highly beneficial to a Sailor's morale. Sometimes, however, such a move is not justifiable in view of the cost to the government. In such cases, no-cost exchange of duty orders could be an option.

Procedures for no-cost duty "swaps" are covered in Chapter 16 of the Enlisted Transfer Manual. To be eligible, Sailors must agree to pay for all moving costs and meet the following requirements.

- Personnel must have completed a minimum of nine months onboard present command before submitting a request and have completed a minimum of 12 months onboard at the time of duty swap.
- Personnel exchanging duty must have the same rate, rating, and NEC.
- Personnel exchanging duty must be on same type of duty.

- No history of repeated disciplinary problems and no evaluation mark below 3.0 for E4 and below.
- Requests for exchange of duty can be made through BUPERS Access or self-negotiated. Self-negotiated requests should be submitted on a 1306/7 to the appropriate detailee at least 30 days before desired date of transfer.

For more details, talk with your command career counselor or see Enlisted Transfer Manual Chapter 16.

Split tours

Split tours are defined as permanent change of station assignment between two activities in the same geographic area. Sailors may request a split tour any time after they have served 24 months at the same activity and agree to serve 24 months at the new assignment. Split tour assignments are

Continued on page 69

EPMAC

Detailing undesignated Sailors

The EPMAC detailing process for undesignated Sailors is much like that of BUPERS. Seaman, fireman, and airman detailing is divided into EPMAC Codes 71 and 72. All availability processing for assignment or reassignment should be submitted to EPMAC Code 72.

Guidelines for detailing are in the Enlisted Transfer Manual Chapter 20. Prompt and accurate submissions of availability reports reduce untimely delays in writing orders.

The most common immediate availability reports are on Sailors disqualified from serving in a type of duty, non-graduates from a service school, initial assignment to limited duty, and upon completion of limited duty and being found fit for full duty.

Pregnancy availabilities

Pregnancy availabilities are required when members are no longer able to serve in their present assignment. Pregnant Sailors will be transferred at their 20th week of pregnancy. If transfer is required before the 20th week, justification must be included in the remarks section of the availability.

Split tours – continued from page 68

made at no cost to the government. The split tour is not a tool to break a member's OPTEMP. Eligibility requirements include:

- Have a clear record with no NJP during the previous 24 months.
 - Be recommended for advancement and retention.
- Eligible Sailors should submit a 1306/7. Approved requests

take from five to seven months to process after receipt of request. Requirements are in Enlisted Transfer Manual Chapter 3.12.

*GMM1(SW) Amazeen
Lead Detailer
EPMAC Code 71A*

Military couples

When members stationed onboard the same deployable unit marry, the Sailor with the earliest sea duty commencement date will normally be the one who transfers. This type of availability should be submitted via naval message.

School drops

When a Sailor is dropped from school, availability reports are considered immediate and should be submitted the same date the Sailor is dropped. Extraordinary circumstances may warrant the Sailor's reclassification. This type of availability must specify the reason for non-graduation.

Assignment to LIMDU

Limited duty is the assignment of a member in a duty status, following a medical board, for a specific period of time with certain medical limitations and restrictions. LIMDU is covered in the Enlisted Transfer Manual Chapter 27.

Detailers must have a valid billet in which to assign a person to limited duty status. If proper care is not available in the area where you were originally assigned, the detailer will move you to an area where a medical treatment facility is located.

To help make assignments that satisfy the Sailor's desires and the needs of the Navy, detailers need as much information as possible. Here are a few tips on preparing availability reports:

- In the remarks section list type of ship, location, and priority (location of ship or type).
- List any unusual circumstances, i.e., military spouse, qualifications for type of duty, brother-sister duty, etc.

*PN1 Tony Hollins
Lead Detailer
EPMAC Code 72*

Link Online ...

<http://www.navy.mil/homepages/bupers>

Put in for my outfit



Aegis cruiser moves to Japan

Do you want to be part of a winning team? Did you join the Navy to see the world and experience life in new and exciting places? Now is your chance to achieve your goals. USS *Chancellorsville* (CG-62) is moving to Yokosuka, Japan in June 1998. A number of openings for Sailors in all rates and ratings, male and female are available.

Chancellorsville is now undergoing overhaul in San Diego. The overhaul includes installing the lat-

est Aegis combat system and modifications to accommodate female Sailors of all paygrades. After overhaul is complete in December 1997, *Chancellorsville* will embark on a five-month training cycle before moving to Japan.

Chancellorsville has a reputation as one of the finest cruisers in San Diego. You can join her as she carries that reputation to the Western Pacific and makes history on the "tip of the spear" in a challenging and exciting theater of operations.

Ask your detailer for orders to *Chancellorsville* or contact your command career counselor to discuss split tour or "swap" possibilities.

For more information, write:

Command Career Counselor USS
Chancellorsville (CG-62) FPO AP 96662-1182, or
call DSN 526-4646, commercial (619) 556-4646.

USS *Carr* seeks the best

USS *Carr* (FFG-52) is looking for the best to join our team. Winner of the 1996 Battle "E," *Carr* Sailors show their true colors in everything they do. From showing the flag with NATO in the Black Sea to ASW operations and plane guard station with the battle group, *Carr* does it all.

We are in Hampton Roads, VA close to the waterfront excite-

ment of Virginia Beach and historic Williamsburg and Yorktown.

Carr is the 46th Oliver Hazard Perry-class frigate. Our mission is to escort and protect convoys, underway replenishment groups, amphibious landing groups, and carrier battle groups. *Carr's* missile, gun, and ASW systems, combined with her quick reactions and high-speed

capabilities make her a valuable asset in today's multi-threat environment.

If you are a topnotch Sailor and looking for a demanding, fast-paced assignment, contact us soon. Write to:

Command Career Counselor
USS *Carr* (FFG-52)
FPO AE 09566-1506

You can reach us via e-mail at: carnet@exis.net

Join USS *Kitty Hawk* in Japan

Interested in an exciting tour of duty in Japan? Look no further. The USS *Kitty Hawk* (CV-63) is your answer to a rewarding tour of duty. *Kitty Hawk* will change homeports from San Diego to Yokosuka, Japan next summer.

Applications are now being accepted. Qualifications are:

- Be an outstanding Sailor, male or female
- Have a desire to visit foreign ports
- Learn a new culture

That's not too hard, is it?

You're guaranteed to visit some of the most in-

teresting ports the Navy offers. Hong Kong, Singapore, Thailand, and many other exotic places are just a phone call away.

With all that Japan has to offer, who really needs to go anywhere but down the street to beautiful downtown Tokyo and historic Yokohama and Kyoto. *Kitty Hawk* will be anchored in Yokosuka Bay, about an hour and half from Tokyo. Japan's culture has so much to offer it's contagious.

Kitty Hawk could be the best decision you make in your career. Call your detailer today and we'll see you in Tokyo!

Excel with VX-9 Det Vampires

Air Test and Evaluation Squadron Nine Det in Point Mugu, CA is one of two F-14 squadrons left on the West Coast. We're looking for Sailors with a desire to excel.

VX-9 is the Navy's only operational test and evaluation squadron for Tomcat aircraft and weapons systems. We fly all versions of the Tomcat including the

F-14D Super Tomcat – one of the most technically advanced air superiority fighters in the world. We are on the forefront of technology and need highly talented maintenance technicians and adminis-

Continued on page 71

HSL-43 – Fix ... fly ... strike!

BattleCat One is looking for highly motivated individuals to join our team of professionals. HSL-43 is winner of the 1996 Lockheed-Martin Superior Maintenance Award, 1996 CNO Aviation Safety Award and 1996 CNO Ship-Helicopter Safety Award with over 43,000 mishap free flight hours.

We want for hard-chargers to join a winning team of professionals. If you are negotiating orders and looking for a challenge, join one of the finest LAMPS MKIII squadrons in the fleet.

We have all the latest equip-

ment for the SH-60B, forging tomorrow's newest strike helo. NVGs, FLIR, HELLFIRE missiles and the GAU-16 machine gun make HSL-43 the first strike SH-60B squadron in the fleet. With the addition of Hellfire missiles and GAU-16, we now have sea duty billets for AOs.

HSL-43 flies the SH-60B in support of undersea warfare, surface warfare, search and rescue, and logistical missions aboard Pacific Fleet warships.

Homeported in sunny San Diego, CA, the opportunity for snow skiing and walks on the

beach the same day make this paradise. BattleCats enjoy America's premier climate and countless, fun activities in Southern California. Sailing, scuba diving, golfing or virtually any kind of sporting activity are available year round.

If you are looking for a personally rewarding and professionally challenging job, we currently have openings in AD, AE, AT, AM, AN, and immediate openings in AZ and AO ratings. For further information call us at DSN 735-6103, commercial (619) 545-6103. Visit us at our website at <http://www.nasni.navy.mil-wings/hsl43>.

VC-6 – The ultimate model airplanes

Are you tired of working all day on an aircraft and then have some officers come and fly them around? If you answered 'yes,' do I have a deal for you.

VC-6 Detachment Pax River, MD operates the Navy's only tactical unmanned aerial vehicle, the Pioneer UAV. Pioneer is 14-feet long with a wingspan of 17 feet, and weighs about 400-lbs. Pioneer is a surveillance platform that carries daylight and infrared cameras. This real-time imagery is used by ships, aircraft, and ground forces. You not only

maintain Pioneer, you fly it!

We have two enlisted pilot positions available – internal and external. The external pilot flies the aircraft when it is in visual range, performing all take offs and landings. The internal pilot flies the downrange mission phase. Also, since we are the only operational UAV squadron, we deploy to both coasts.

Prior recreational remote control airplane experience is especially helpful, but not required. The following aviation ratings are eligible: AD, AE, AK, AMS, AS, AT, and AZ. VC-6 Det Pax River deploys aboard Austin-class LPDs in Norfolk and San Diego. We also make detachments to a wide variety of places such as NAS Fallon, NV, Ft. Huachuca, AZ, and Wallops Island, WA. If this sounds like a good deal, it is. Contact your detailer or call LT Keener, VC-6 Det PAO at DSN 342-3512, ext. 8805.

VX-9 – continued from page 70

trative support personnel to make sure we stay there. New equipment and software go straight from the drawing board to VX-9 and then on to the fleet.

Who: Hard charging proven performers with F-14 experience in all aviation ratings are needed to ensure thorough testing of new technology.

What: The test bed of aircraft weapons and weapons-related systems for the F-14 A/B/D.

Where: VX-9 is in Point

Mugu just minutes north of Malibu. We travel to places like Key West, FL, Gulfport, MS, and Las Vegas, NV.

Why: Opportunity to excel in your rate and work with professionals in every rating.

How: Use the JASS system to apply for a job at VX-9 today. Tell your detailer you have what it takes to be a Vampire.

VX-9 offers a great location in beautiful Ventura County. There are mountains to one side, the majestic Channel Islands on another. A short drive can take

you to places where you can fish, go boating, surf, camp or ski. Point Mugu is an hour's drive from Santa Barbara and Hollywood.

Five universities and colleges are within easy commuting distance and there are two college campuses on base.

Come hone your skills with the one of the best in the West. For details, call AKC(AW) Rodriguez or PR1(AW) Walker at DSN 351-8618, commercial (805) 989-8618.

Blue Angels accepting applications

The Navy Flight Demonstration Squadron (Blue Angels) is accepting applications for the 1999 show season.

There are billets open at the E5 and E6 level for virtually all ratings for Sailors with PRDs in late 1998 or early 1999. The team will also be selecting one AFCM/AVCM, one ATC, and one YN2. A normal three year tour is considered neutral duty for rotational purposes. Outstanding performers at the E4 level will also be considered.

Sailors interested in applying for the team should submit at NAVPERS 1306/7 with the following:

- Command endorsement with the commanding officer's signature
- Copies of last three evals (NOBs not accepted)

Ensure your 1306/7 is complete with PRD/EAOS, DSN and commercial telephone numbers, date application submitted, and complete mailing address on back.

If you are deployed or stationed overseas between September '97 through March '98, the following additional items must be submitted with your 1306/7:

- Three photographs (front, back, and side views) in either winter working blues or summer working whites.
- Certification from flight surgeon or doctor stating that you are "medically cleared for arduous/ remote duty."

Original applications should be mailed to:

Commanding Officer
NAVFLIGHTDEMRON
390 Carlos Road, Suite A
Pensacola, FL 32506-5508
A copy should also be

mailed to your detailee. Ten to 14 days after mailing your application, call to verify it was received and schedule an interview. Remember, it's your career move!

All Sailors must be eligible for duty per ENLTRANSMAN Chapter 9 (NAVPERS 15909C).

Applicants must be of the highest moral character, possess sound judgment in both professional and personal matters, and have consistently outstanding enlisted evaluations.

All applicants will be interviewed by Blue Angel team members at NAS Pensacola or NAF El Centro. Interviews are conducted concerning professional potential, physical fitness, and the ability to

interact with the public. Overseas applicants will be interviewed over the telephone.

Applications for the 1999 season must be received no later than 15 March 1998 to complete the final selection process by 11 May 1998.

For details, please contact one of the following individuals:

For aviation ratings:

AZC(AW) Scott Johnson
(Pensacola) DSN 922-2466/4475, commercial (904) 452-2466/4475
(El Centro 4 Jan.-14 March 1998) DSN 958-8536/37, commercial (619) 339-2536/37

For YN rating:

YN1(AW) Chris Adams
(Pensacola) DSN 922-2583/84 ext. 150, commercial (904) 452-2583/84 ext. 150 (El Centro, 4 Jan.-14 March 1998) DSN 958-8502, commercial (619) 339-2502.

For HM rating:

HM2(AW) David Greenier
(Pensacola) DSN 922-3309 ext. 171, commercial (904) 452-3309 ext. 171 (El Centro, 4 Jan.-14 March) DSN 958-8508, commercial (619) 339-2508.

Show your pride, be a Patriot

The Patriots of VAQ-140 are looking for highly motivated Sailors interested in joining us for our round-the-world cruise onboard USS Stennis (CVN-74) in February 1998. The Patriots are in cruise workups now and require devoted technicians to assist us in maintaining our proud history and constant dedication to operational readiness.

VAQ-140 is looking for AOs, ATs, AEs, AMSs, AZs, and YNs. We have an aggressive EAWS pro-

gram and thorough indoctrination program for newly assigned non-designated Sailors. The Patriots achievements in retention and personnel management were recognized in our earning the FY96 Golden Anchor Award for Pacific tactical squadrons.

VAQ-140 is located in the beautiful Pacific Northwest at NAS Whidbey Island, WA. If you're interested, please call AD1(AW) Wall at DSN 820-4881.

Run with the big dogs at SOC-South

Would you like to live in a tropical paradise with year-round summer, outstanding fishing, diving, and sailing, and incredible social activities? How about a duty station with easy access to travel throughout South and Central America with exceptional purchasing power for your dollar. Plus you'll have the chance to serve with the most skilled professional warriors in the world?

All that and more can be yours if you join our team at Special Operations Command-South. Located just 2-1/2 flight hours from Miami in Panama City, Panama, SOC-South has operational control over all Navy SEALs and Army Special Forces in Central and South America.

In June 1997 our area of responsibility was enlarged to include the Caribbean Sea. This expansion opened a few immediate vacancies for hard-charging, top performers in paygrades E5 through E8 in the IS, RM, and YN ratings. Prior special operations experience is not as important as a positive attitude and appetite to tackle dynamic, real-world, crisis situations.

Also, if you're the adventurous type looking for a unique challenge, opportunities exist to earn the silver parachutists' wings at the U.S. Army Airborne School in Ft. Benning. SOC-South is Type 3 duty so, depending upon the needs of the Navy and your detailee, you may be eligible for assignment now.

If the fast-paced world of special operations sounds good to you, call us at DSN (313) 285-6723/5154, or commercial (011-507) 285-6723/5154. Don't wait long, these vacancies won't last long.

21st century technologies today

Do your interests lie in state of the art teaching methods? Are you looking for a rewarding and challenging shore assignment?

If so, Naval Construction Training Center Detachment, Ft. McClellan, AL could be the place for you.

The detachment is home to the Navy's Afloat Chemical, Biological, and Radiological Defense Operations and Training Specialist and Disaster Specialist courses. Instructors use the latest computer based training techniques and equipment while teaching these high visibility courses.

You will work with members of all U.S. armed forces. Our training takes place at the U.S. Army Chemical School. There you will have the chance to qualify as an instructor at the Chemical Defense Training Facility where instructors use live chemical agents for training.

Located in beautiful northeast Alabama, a tour here offers the outdoor enthusiast access to excellent camping, hunting, and fishing facilities. In FY99 the detachment moves to Ft. Leonard Wood, MO which will give those from the Midwest an opportunity

to work in a career enhancing billet close to home.

We're looking for highly motivated Sailors in the DC, UT, BU, and EO ratings for instructors. We also need PNs, YNs, and SKs for administrative support. If you think you're up to the challenge, contact DCCS(SW) Netzer at DSN 865-5215/5715 or commercial (205) 848-5215/5175. Or write:

Officer in Charge
NAVCONSTRACENDET
P.O. Box 5069
Fort McClellan, AL 36206-5069

Reach new levels at NRD Michigan

Looking for a different kind of challenge at your next duty station? Try a tour in Navy Recruiting District, Michigan.

You'll find a billet that is demanding and rewarding - a billet that will challenge you to reach a new level of performance.

As a recruiter, you'll play a key role in building the Navy of tomorrow by encouraging others to make the choice you've made to become a Sailor. You will have the opportunity to share first-hand

the benefits and pride of being a part of the Navy team. It will be hard work, but we'll see that you get the training and tools you need to fulfill your mission. Plus, you'll have the satisfaction of seeing others make the transition from civilian to Sailor.

NRD Michigan is not just a great place to work. It's a great place to live too. Off-duty you'll find Michigan is a place where outdoor fun is waiting just outside your door. With the Great Lakes there's plenty of fishing and boating. Michigan leads the nation in boat registrations.

Is your idea of shore duty getting away from the water? Michigan beckons you with great golf in the summer, hunting in the fall, skiing and all win-

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FTSCLANT needs top 1st classes, chiefs

Fleet Technical Support Center, Atlantic (FTSCLANT) is looking for the best.

Are you looking for a challenging, rewarding, career enhancing, and overall great place to have shore duty? Are you a top notch E6 or E7 interested in keeping the fleet ready for sea? If so, we want you.

Personnel in ratings DS, EM, ET, EW, FC, GM, GS, IC, MM, RM, STG, and YN are encouraged to contact their detailers about this exciting duty.

We are especially looking for mid career individuals who will take their valuable on-the-job training back to sea with them after completing this tour.

You'll be working with some of the best civilian and military technicians in the department of the Navy. We provide the fleet with improved engineering, electronics, logistics, and weapons readiness through technical assistance, target visits, combat system readiness reviews, and AEC visits.

There are four detachments besides the headquarters in Norfolk. The locations are Mayport, New London, Naples and Ingleside.

Sailors wanting to transfer to FTSCLANT commands must submit a request to their appropriate detailers, and/or indicate their choice on the duty preference form. For proper procedures consult chapter 9.06 of the Enlisted Transfer Manual.

FTSCLANT looks forward to hearing from you.

RTC Great Lakes: Honor, courage, commitment

The Navy begins at Recruit Training Command. Are you looking for a rewarding career move and the opportunity to excel? Does working out of your rate doing something new and different sound enticing? Then what you're looking for is a tour at RTC, Great Lakes.

RTC is looking for the best the Navy has to offer. Not just anyone can fill our ranks and train the

future of the Navy. We offer challenging jobs for recruit division commander, instructors, and support personnel.

We are especially looking for female Sailors E5 and above to accept the challenge and train today's recruits into tomorrow's leaders. A tour at RTC can be as rewarding as sea duty. Every rate and every NEC in the Navy can serve at RTC.

Do you have what it takes to be one of the best? Then come join the team. There is no doubt why we "own the seas" and it all starts at RTC.

For more information, please call our command career counselor at DSN 792-6738, your detailer or the shore special programs detailer (PERS-4010D) at DSN 223-1908.

CAAC New London may be for you

Are you ready for a challenging yet rewarding tour of duty? Are you a highly motivated and resourceful person who likes helping other Sailors in their time of need? If the answer is yes, then CAAC New London, CT may be the place for you. We are looking for Sailors who are certified as 9519s or those who would like to become Navy drug and alcohol counselor interns.

We provide cutting edge, alcohol services for Sailors whose lives have been affected by alcohol. We help these Sailors to get their careers back on track.

We are conveniently located within three hours' drive of Boston and New York City. Our location also gives the advantages of small town living in historic New England. The area features short com-

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ter long.

Do you prefer spectator sports? You'll have a choice of the Stanley Cup Champion Detroit Red Wings, baseball's Tigers, football's Lions or the NBA's Pis-

tons. There's also minor league hockey and baseball around the state, and Division I college football and basketball.

Michigan is a state of contrasts. From the bright lights and attractions of metropolitan Detroit to the resort and industrial

communities along the shore of Lake Michigan.

Mix the challenge of recruiting with the great state of Michigan and you'll find NRD Michigan's proud team. Accept the challenge and join us. We're waiting for you.

NWS Earle offers challenge, great recreation

If you like living in the country but also enjoy being close to the action, you should ask your detailer for orders to Naval Weapons Station, Earle. Forget everything you've heard about New Jersey: this is a beautiful part of the country.

Located in Monmouth County, the station's primary mission is to furnish ammunition to the fleet. The station is divided into two sections with Mainside occupying 10,000 acres of New Jersey countryside surrounded by trees and meadowlands. The Waterfront area is site of the station's pier complex, jutting three miles into Sandy Hook Bay.

NWS Earle is homeport for three fast combat support ships: USS *Seattle* (AOE-3), USS *Detroit* (AOE-4), and USS *Supply* (AOE-6). USS *Arctic* (AOE-8) is scheduled to be here in 1998.

For those who crave excitement, Earle offers entertainment no matter what direction you turn. New York City is an hour's drive to the north, Atlantic City is 1-1/2 hour's drive to the south, the famous Jersey shore is only 15 minutes to the east, and Philadelphia is just 1-1/2 hours southwest. Within a half hour's drive of the station you can reach parks, historic battle grounds, horse racing tracks, Six Flags Great Adventure Park, shopping galore, and more beaches than you can shake an umbrella at.

Make no mistake, the station's crew takes their reputation as one of the best weapons stations on the East Coast seriously. There's more than enough work to go around. Give us a look - you'll be pleasantly surprised.

Take the challenge at NAS Key West

Are you ready for a challenging and rewarding career move? If you answered yes, then let Naval Air Station, Key West be your next duty assignment.

Key West is 153 miles southwest of Miami and 93 miles north of Cuba making it the southernmost city in the continental U.S.

Key West's tropical climate varies only about 14 degrees throughout the year making it

the ideal place for year round water sports.

The base is on Boca Chica Key, five miles from Key West. We are one of the Navy's premiere pilot training facilities. We maintain and operate facilities which provide essential services to our customers while ensuring the highest affordable quality of life for our people. The leadership at NAS Key West is dedicated to the

professional development and advancement of our people.

Now that you're ready for the challenge, contact your detailer and request your next duty station be in "paradise."

For details, write to:
Command Career Counselor
Naval Air Station
P.O. Box 9001
Key West, FL 33040-9001

SIMA Norfolk: We fix ships

Are you looking for a challenging and rewarding shore tour? Do you want to be on the cutting edge of regional maintenance? If so, SIMA Norfolk is the place for you.

We are adding more than 300 billets with submarine and maintenance-experienced rates. If you are an HT, MM, ET, ST, or have a submarine maintenance NEC and would like the challenge of taking fleet maintenance into the next century, call your detailer today and ask for SIMA Norfolk.

CAAC – continued from page 74

ment, some of the finest schools in the country for your children and year round recreational opportunities.

CAAC New London is looking for mature, dedicated Sailors who enjoy working as part of a team.

For more information, please call DSN 241-4837, commercial (860) 449-4837. Or write us at:

CAAC New London
P.O. Box 27
Naval Submarine Base New London
Groton, CT 06349-5027

Detailers' Directory

ENLISTED ASSIGNMENT DIVISION

Unless otherwise indicated, all commercial area codes are 703

Code	Title	Incumbent	Commercial	DSN
40	Director, Enlisted Assignment Div.	CAPT Owens	697-0375	227-0375
40B	Dep. Director, Enlisted Assignment Div.	CDR Jaynes	697-0376	227-0376
40DD	EEAP, FAP, EFM, CWI Special Asst	Ms. Leffler	693-0199	223-0199
40E	Detailer Trip Coordinator	AKCM Carreon	697-5053	227-5053
40F	Command Master Chief Detailer	BMCM(SW) Dobler	697-5031	227-5031
40HH	HUMS Reassignment/Hardship Discharge	YNC Crooke	614-1357	224-1357

ENLISTED COMMUNITY MANAGERS AND MISCELLANEOUS

Unless otherwise indicated, all commercial area codes are 703

PERS-Code DSN	Title	Incumbent	Commercial
455E	BUPERS Access Technical Support	Ms. Beverley Essiet	693-6942
	BUPERS Access	DP1 Boyd	693-6942
	(Data Personal Acct/New User)	1-800-346-0217	614-3174
	BUPERS Access (Data Command Rep)	1-800-762-8567	695-6900
	Interactive Voice Response (IVR)	1-800-951-NAVY	
	World-Wide Navy Locator Service		614-3155
1023	BUPERS Home Page Technical Support	DPC Reese	695-5895
00XCB	BUPERS/BCNR Coordinator	Ms. Cook	614-4297
22	Director, Enlisted Plans & Career Mgt	CAPT Wolff	695-3936
22B	Dep. Dir. Enlisted Plans & Career Mgt	CAPT Sapp	695-3935
221C	Aviation Mech ECM	CDR Clay	695-3806
221D	Aviation Avionics/Aircrew	LCDR Hauke	695-3812
221F	Surface Main Propulsion	CDR Lamboni	693-7234
221G	Surface Hull/Electrical	LT Howell	614-6501
221H1	Asst. Surface Combat Systems	DSCS(SW) Norman	614-6503
221I	Surface Operations	CDR Taplett	695-3875
221J	Submarine Personnel	CAPT Mathews	693-1441
221K	Nuclear Programs	LCDR Wears	695-4449
221L	Admin/Media	YNCM(AW/SW) Jenkins	697-2746
221M	Special Warfare/EOD/Diver	LCDR Veazie	695-3914
221N	Crypto/Intel/FRN Language	CDR Perlberg	695-3380
221O	Medical/Dental	LCDR Dodge	695-3868
221P	Legal/Law Enforcement	LCDR Sexton	614-0805
221Q	Supply	LCDR Marler	614-6850
221R	Seabees	LCDR Crum	614-6645
221R1	Seabees	EACS(SCW) Lux	614-6645
221S	TAR Aviation	CDR Marzetta	614-6646
221T	TAR Surface	CDR Barry	695-3905
223	Schools Planning	LT McGraw	695-6431
223A	NEC Data Entry	Ms. Herndon	695-8665
223C	'A' School Program Mgr	Mr. Olaes	695-3953
223D	'C' School Program Mgr	YNCS(AW) Birdsell	695-3957
254	Head, Enlisted Favorable Separations/ Reenlistments Mgt.	ENS Lafond	697-3800
254A	Enlisted Favorable Separations	Mrs. Fry	614-1285
254B	Reenlistment Mgt. (HYT/ENCORE)	Ms. McIver	697-3800
255	Head Reenlistment Incentives Branch	LT Freeman	693-1329
255B	Asst Head, Reenlistment Incentives	YNC(SW) Smith	693-1330
255C1	Lat. Conver./MA/NC/Clsd Loop NEC	YN3 Slayton	693-1339

255C3	Forced Conversions, STAR, REGA	PN2 Lukasik	693-1328	223-1328
255C5	SCORE Pgm Mgr/ LN/DM Conversions	YN3 Ramirez	693-1338	223-1338
255D	SRB	YN1 Lopez	695-0656	225-0656
	SRB fax		614-8413	224-8413
255D1	SDAP Section	PN1 Galit	693-1335	223-1335
271	Head Disability Ret/LIMDU	ENS Martinez	614-1116	224-1116
272	Head Officer Retirement Branch	CWO4 Abrams	614-2690	224-2690
273A	Early Retirement	YNC(SW) Williams	614-1584	224-1584
273	Head Enlisted Retirement Branch	Ms. Hall	614-1952	224-1952
313D	Microfiche Records	LT Stauffer	614-1315	224-1315
		fax ordering	614-8882	224-8882
321	Selection Board Support	LCDR Bertelsen	614-3105	224-3105
322	Head, Evaluations Branch	LCDR Burdick	614-1132	224-1132
333	Uniform Board	GMCM(SW) Montgomery	614-5075	224-5075/6
451D2	Overseas Tour Extension Incentives	YN1(AW) Glasscho	695-1743	225-1743
451D3	Sea/Shore Duty Commencement Date	Ms. Gadsden	693-9910	223-9910
451G	TAD/Joint Operations Advisor	CDR Terrell	693-2948	223-2948
451C2	Overseas Screening	LT Sniegowski	693-1188	223-1188

SEABEES (PERS-401C)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with PERS-code: pxxx@bupers.navy.mil (for example, to reach the CE detailer: P401CD@bupers.navy.mil)

Code	Title	Incumbent	Commercial	DSN
401	Branch Head	LCDR Crum	614-3606	224-3606
401C	Rating Assignment Officer	LT Taylor	614-3606	224-3606
401CC	All E8s & E9s	UCCM(SCW) Thomas	614-4564	224-4564
401CC1	All E7s/UCT	EOCS(SCW) Cason	614-4564	224-4564
401CD	CE/UT/MUSE E1-E6	UTC(SCW) Milligan	614-4564	224-4564
401CD1	CE/UT/MUSE E1-E6	CEC(SCW) Milletary	614-4564	224-4564
401CE	BU/EA/SW E1-E6	BUC(SCW) Austin	614-4564	224-4564
401CE1	BU/EA/SW E1-E6	SWC(SCW) Thiedeman	614-4564	224-4564
401CF	EO/CM/E1-E6	CMC Keith	614-4564	224-4564
401CF1	EO/CM E1-E6	EO1(SCW) Hoskyns	614-4564	224-4564

Fax: DSN 223-7298 or commercial 693-7298

SEAL/EOD/DIVERS/SWCC (PERS-401D)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with PERS-code: pxxx@bupers.navy.mil (for example, to reach the EOD detailer: P401DF@bupers.navy.mil)

Code	Title	Incumbent	Commercial	DSN
401	Branch Head	LCDR Crum	614-3606	224-3606
401D	Rating Assignment Officer	LCDR Grzeszczak	614-1091	224-1091
401DE	Special Warfare	ENCM(SEAL) Philpot	614-1091	224-1091
401DF	EOD	TMCM(EOD) Torres	614-1091	224-1091
401DC	Fleet Divers	BMCM(SW/MDV) Burgess	614-1091	224-1091
401DC1	Fleet Divers	HTC(SW/DV) Medonich	614-1091	224-1091
401DE1	In-service Recruiter	BMCS(SEAL) Williams	614-1091	224-1091
401DH	Schools Coordinator	BM1(DV) Ward	614-1091	224-1091
401DI	SWCC	BMCS(SW/CC) Brown	614-1091	224-1091

Fax: DSN 223-7074 or commercial 693-7074

ENGINEERING/HULL (PERS-402)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with PERS-code: pxxx@bupers.navy.mil (for example, to reach the EM(E5) detailer: P402CD1@bupers.navy.mil)

PERS-Code	Title	Incumbent	Commercial	DSN
402	Branch Head	LCDR Benner	693-1498	223-1498
402C	Rating Assignment Officer	LT Erwin	693-1866	223-1866
402CD	EM E7-E9/3M Coordinator	EMCS(SW) Rio	693-1858	223-1858
402CD1	EM E5-E6	EM1(SW) Bustamante	693-1859	223-1859
402CD2	EM E1-E4/ Schools	EM1(SW) Deguzman	693-1857	223-1857
402CF	MM E8-E9	MMCM(SW) Van Hoose	693-1494	223-1494
402CF1	MM E7	MMC(SW) Serdahl	693-1855	223-1855
402CF2	MM E6/ 'C' Schools	MMC(SW) Lebeau	693-1493	223-1493
402CF3	MM E5	MMC(SW) Taygon	693-1497	223-1497
402CF4	MM E1-E4 (LANT)	MMC(SW) Piper	693-1496	223-1496
402CF5	MM E1-E4 (PAC)	MMC(SW) Walton	693-1853	223-1853
402CF6	MM Avails/'A' School	MMC(SW) Cooke	693-9900	223-9900
402CG	GS/GSE/GSM E7-E9	GSCS(SW) Wolfe	693-1867	223-1867
402CG1	GS E5-E6	GSMC(SW) Carbone	693-1868	223-1868
402CG2	GS E1-E4/ Schools	GSMC(SW) Hockensmith	693-1492	223-1492
402D	Rating Assignment Officer	LT Erwin	693-1866	223-1866
402DC	IC E6-E8	ICCS(SW) Stark	693-1862	223-1862
402DC1	IC E5	ICC(SW) Salter	693-1863	223-1863
402DC2	IC E1-E4 'C' Schools	IC1(SW/AW) Cole	693-9903	223-9903
402DE	MR/IM/OM/PM/ML E6-E9	MRC(SW) Burns	693-1864	223-1864
402DE1	MR/IM/OM/PM/ML E1-E5	MRC(SW) Harris	693-1860	223-1860
402DF	HT E6-E9	HTCS(SW) Warner	693-1877	223-1877
402DF1	HT E5/'C' School	HT1(SW) Garcia	693-1874	223-1874
402DF2	HT E1- E4/'A' School	HT1(SW) Ebron	693-5445	223-5445
402DG	EN E7-E9	ENCM(SW) Hall	693-1869	223-1869
402DG1	EN E6	ENCS(SW) Van Dyke	693-1870	223-1870
402DG2	EN E5	ENC(SW) Sheldon	693-1872	223-1872
402DG3	EN E1-E4/'A' School	EN1(SW) Davis	693-1871	223-1871
402DI	DC E6-E9/'C' Schools	DCCS(SW) Watterson	693-1875	223-1875
402DI1	DC E1-E5/'A' Schools	DCC(SW) Walton	693-1876	223-1876

Fax: 693-1499

Switchboard number: Commercial 703-697-4993, DSN 227-4993

SUBMARINE/NUCLEAR POWER (PERS-403)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with PERS-code: pxxx@bupers.navy.mil (for example, to reach the MT detailer: P403DE@bupers.navy.mil)

Code	Title	Incumbent	Commercial	DSN
403	Branch Head	CDR Jones	693-1441	223-1441
403B	Asst Branch Head	LCDR Castell	693-1442	223-1442
403A	Admin Officer	YN1(SS) Walker	693-7525	223-7525
403C	Rating Assignment Officer	LT Denson	693-1444	223-1444
403CB	Asst Rating Assignment Officer	MMCM(SW/AW) Chappell	697-6334	227-6334
403CC	Submarine/CNO Special Projects	YNC(SS) Van Fleet	693-1456	223-1456
403CD	Nuclear Submarine CPO	EMCM(SW) Beaty	693-1445	223-1445
403CE	Nuclear E1-E6/3353/63	ET1(SS) Walker	693-1446	223-1446
403CF	Nuclear E1-E6/3354/64	EMC(SS) Kersten	693-1447	223-1447
403CG	Nuclear E1-E6/3355/65/Welders	MM1(SS) Ross	693-7762	223-7762
403CH	Nuclear E1-E6/3356/66/RADCON	MM1(SS) Reed	693-5180	223-5180
403CJ	Nuclear Surface CPO	ETCS(SW) Tosten	693-1450	223-1450
403CK	Nuclear Surface ET/EM E1-E6	Vacant	693-1451	223-1451

403CL	Nuclear Instructor	ETCM(SS) McNally	693-1452	223-1452
403CM	MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMC(SS) Wierbonics	693-1453	223-1453
403CN	MM(Aux) E1-E5	MMC(SS) Mildenstein	693-1454	223-1454
403CR	Nuclear Surface MM E1-E6/ELT	MMC(SW) Ford	693-7760	223-7760
403D/E	Rating Assignment Officer	LT Mosley	693-1458	223-1458
403DC	ET/332X-333X SWS	ETCS(SS) Innes	693-1463	223-1463
403DE	MT	MTC(SS) Wohlgamuth	693-1462	223-1462
403DF	TM	MMC(SS) Roberts	693-1460	223-1460
403DG	FT	FTC(SS) Emry	693-1459	223-1459
403DH	Asst Rating Assignment Officer (D) STS E6-E9	STSCS(SS) Dawsonia	693-1461	223-1461
403DL	STS E1-E5	STSC(SS) Williams	693-5948	223-5948
403DM	NUCON/OVHLS/DMP/DEACTS	YN2(SS) Cornwell	693-1465	223-1465
403EC	14ET SSN	ETCS(SS) Otto	693-1468	223-1468
403ED	Asst Rating Assignment Officer (E)	ETCS(SS) Bryan	693-1469	223-1469
403EF	YN	YNC(SS) Fuller	693-1466	223-1466
403EG	MS	MSC(SS) Aumack	693-1471	223-1471
403EH	14QM/COB	ETCM(SS) Nemeth	693-1467	223-1467
403EJ	SK	SKCS(SS) Phillips	693-1472	223-1472
403EK	14IC	ETC(SS) Huddleston	693-1455	223-1455
403F	Rating Assignment Officer	Mr. Stafford	693-1474	223-1474
403FD	Nuclear Power/Training Coord/ Medical Waiver/Volunteer Coord/ Sub Disqual/Conversions/Reinstatements	YN1(SS) Tovar	693-1477	223-1477
403	Admin Support		697-5971 695-5927	227-5971 225-5927

Fax: DSN 224-8785 or commercial 614-8785

AVIATION (PERS-404)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with PERS-code: pxxx@bupers.navy.mil (for example, to reach the AG detailer: P404DH@bupers.navy.mil)

Code	Title	Incumbent	Commercial	DSN
404	Branch Head	CDR Lineburg	693-1370	223-1370
404C	Rating Assignment Officer	LT Bailey	693-1381	223-1381
404D	Rating Assignment Officer	LT Perry	697-6541	227-6541
404E	Rating Assignment Officer	LT Anderson	693-1400	223-1400
404C	SwitchBoard		614-8305	224-8305
404CE	AE E1-E6 East Coast	AEC(AW/SW) Strickland	693-1371	223-1371
404CE1	AE E1-E6 West Coast	AEC(AW) Gross	693-1380	223-1380
404CF	AV/AF/8300/ATCS/AECS	AVCM(AW) Thompson	693-1378	223-1378
404CR	AO E7-E9	AOCM(AW) Adkison	693-1386	223-1386
404CR1	AO E1-E6 West Coast/'A' School	AO1(AW) Saintamour	693-1387	223-1387
404CR2	AO E1-E6 East Coast	AO1(AW) Robbins	693-1388	223-1388
404CT	AT E5-E6	AT1(AW) Snyder	693-1374	223-1374
404CT1	AT A & C Schools	AT1(AW) Lariviere	693-1394	223-1394
404CT3	AT E1-E4	ATC(AW) Miller	693-1375	223-1375
404CT4	AT E7	ATC(AW) White	693-1376	223-1376
404D	SwitchBoard		697-6543	227-6543
404DE	AB E6-E9	ABCM (AW) Smith	693-1398	223-1398
404DE1	AB E5	ABHCS(AW) Madsen	693-1404	223-1404
404DE2	AB E1-E4	ABF1(AW) Junkin	693-1396	223-1396
404DF	AC	ACCM(AW) Field	693-1406	223-1406
404DG	AD E7-E9	ADCS(AW) Hodges	693-1413	223-1413
404DG2	AD E5-E6	ADC(AW) Hands	693-1416	223-1416
404DG3	AD E4 - below/'A' Schools	AD1(AW) Adkins	693-1417	223-1417
404DH	AG	AGCS(SW) Chappell	693-1405	223-1405
404DJ	AS	ASCS(AW) Clemens	693-6741	223-6741
404DK	AZ E6-E9	AZCM(AW) Donivan	693-1401	223-1401
404DK1	AZ E1-E5	AZC(AW) Vyce	693-1399	223-1399

404DL	PH	PHCM(AW) Salmons	693-1403	223-1403
404DM	PR	PRCS(AW) Harpersberger	697-1350	227-1350
404E	SwitchBoard		697-4224	227-4224
404EC	AW	AWCM(NAC) McGiff	693-1382	223-1382
404EC1	AW	AWC(AW/NAC) Dickover	693-1383	223-1383
404ED	Aircrew IFT/EWOP/RM	ATCS(AW/NAC) Dobroth	693-1384	223-1384
404EF	Aircrew Designations	AMS1(AW/NAC) Barreras	693-1390	223-1390
404EG	SAR (Non-AW)/ Utility Aircrew	AE1(AW/NAC) Carr	693-1389	223-1389
404EH	Aircrew Flt Eng/REEL Op/Loadmaster	AMCS(AW/NAC) Morgan	693-1385	223-1385
404EK	AME E1-E7	AMEC(AW) Ocampo	693-1412	223-1412
404EJ	AMS E6-E7/AM E8	AMCS(AW) Donate	693-1409	223-1409
404EJ1	AMS E5/NDI	AMS1(AW/SW) Brown	693-7527	223-7527
404EJ2	AMS E1-E4/AMS 'A' school	AMSC(AW) Kowalko	693-1408	223-1408
404EL	Aviation New Construction	ATCS(AW) Fisher	693-1393	223-1393
404EL1	Aviation New Construction	AZ2(AW) Schaefer	693-1407	223-1407
404EM	AMH E5-E7	AMHC(AW) Tennaro	693-1411	223-1411
404EM2	AMH E1-E4/AMH 'A' school	AMH1(AW) Cascarano	693-1410	223-1410

Fax: DSN 223-1392 or commercial 693-1392

ADMIN/DECK/SUPPLY (PERS-405)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with PERS-code: pxxx@bupers.navy.mil (for example, to reach the LN detailer: P405CG@bupers.navy.mil)

Code	Title	Incumbent	Commercial	DSN
405	Branch Head & MS RAO	CDR Dunn	693-1355	223-1355
405C	RAO Supply/Admin Assign. Sec.	LT Kay	693-1347	223-1347
405CD	YN E7 - E9	YNCM(AW) Topping	614-6430	224-6430
405CD1	YN E6	YNCM(SW) Conna	697-2239	227-2239
405CD2	YN E5/RP	YNC(SW) Honecker	614-6427	224-6427
405CD4	YN E1-E4/JO	YNC(SW) Nobles	614-6428	224-6428
405CD5	Flag Writer Detailer/ A School	YNCS Osgood	614-6435	224-6435
405CE	PN E7 - E9	PNCS(SW) Hurt	614-6434	224-6434
405CE1	PN E5/E6	PNC(SW) Aimes	614-6426	224-6426
405CE2	PN E1 - E4	PN1(SW/AW) Fields	614-6423	224-6423
405CG	LN/NC/DM	NCCM(SW/AW/FMF) Breh	614-6424	224-6424
405D	RAO Supply/Deck Assign. Sec.	LT Jeremiah	697-1224	227-1224
405DC	BM E7-E9, Harbor Pilots	BMCS(SW) Frazier	693-1348	223-1348
405DC1	BM E1-E4 PAC	BMC(SW) Thomas	693-6921	223-6921
405DC2	BM E5-E6 PAC	BMC(SW/AW) McDaniel	697-2349	227-2349
405DC3	BM E1-E4 LANT	BMC(SW) Heffner	693-6921	223-6921
405DC4	BM E5-E6 LANT	BMC(SW) Kritsanajootha	697-1223	227-1223
405DD	SM E1-E9	SMC(SW) Reese	697-1525	227-1525
405DE	QM E6-E9	QMCM(SW) Shoemaker	697-2496	227-2496
405DE1	QM E1-E5	QMC(SW) Cochran	697-1538	227-1538
405DF	MA E7-E9	MAC(SW) Conn	695-7593	225-7593
405DF1	MA E6 & below	MA1(SW) Driscoll	693-1354	223-1354
405EC	MS E7, E9	MSCM(SW) Delara	693-1367	223-1367
405EC1	MS E7	MSC(SW) Dandridge	693-0071	223-0071
405EC2	MS E6	MS1(SW) Strong	693-1366	223-1366
405EC3	MS E5/C School	MS1(SW) Schwerin	693-1369	223-1369
405EC4	MS E1-E4 Shore	MS1(SW) Vanhofwegen	693-1363	223-1363
405EC5	MS E1-E4 Sea/ A School	MS1(SW) Hill	693-1365	223-1365
405ED	SH E6-E9	SHCM(SW) Lara	693-1359	223-1359
405ED1	SH E5/C School	SH1(SW) Flores	693-1360	223-1360
405ED2	SH E1-E4 & 'A'School	SH1(SW) Harry	693-1349	223-1349
405EE	PC/LI	PCC(SW) Collins	693-1364	223-1364
405FC	SK E7-E9	SKCS(SW) Delacruz	697-2398	227-2398
405FC1	SK E1-E5 Shore	SKC(SW)/AW) Manipula	697-2484	227-2484
405FC2	SK E6	SKCS(SW) Trynoski	697-2486	227-2486
405FC3	SK E5 Sea	SKC(SW) Alston	697-2479	227-2479

405FC4	SK E1-E4 Sea/A School	SKC(SW) Acosta	693-3140	223-3140
405FD	AK E6-E9	AKCS(AW) Person	697-0502	227-0502
405FD1	AK E5	AKC(AW) Severson	697-0501	227-0501
405FD2	AK E1-E4	AKC(AW) Nwosu	693-1352	223-1352
405FE	DK E6-E9	DKCS(SW) Denina	614-1830	224-1830
405FE1	DK E1-E5	DK1(SW) Parran	697-2439	227-2439

Fax: DSN 224-6433 or commercial 614-6433

TECHNICAL (PERS-406)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with PERS-code: pxxx@bupers.navy.mil (for example, to reach the TM detailer: P406EW@bupers.navy.mil)

Code	Title	Incumbent	Commercial	DSN
406	Branch Head	CDR Kuriger	693-3550	223-3550
406C	Rating Assignment Officer	LT Aycok	693-3549	223-3549
406E	Rating Assignment Officer	STGCM(SW) Archer	697-7653	227-7653
406D	Rating Assignment Officer	LT Driscoll	693-3548	223-3548
406CF	FC E7-E9	FCCM(SW) Cherry	697-6567	227-6567
406CF1	FC E1-E6 (LANT)	FCC(SW) Sylves	697-6568	227-6568
406CF2	FC E1-E6 (PAC)	FCC(SW) Ross	693-3540	223-3540
406CF3	FC E1-E4 schools	FC1(SW) Peresich	693-3551	223-3551
406CG	GM E7-E9	GMCM(SW) Zino	697-6565	227-6565
406CG1	GM(PAC) E1-E6	GMCS(SW) Hughes	697-6566	227-6566
406CG2	GM(LANT) E1-E6	GMC(SW) Froemming	693-3538	223-3538
406CQ	OS E7-E9	OSCM(SW/AW) Regina	697-6756	227-6756
406CQ1	OS E5-E6 (PAC)	OSCS(SW) Sullivan	693-3541	223-3541
406CQ2	OS E5-E6 (LANT)	OSCS(SW) Otty	697-6757	227-6757
406CQ3	OS schools	OS1(SW) White	697-6758	227-6758
406CQ4	OS E1-E4 (LANT)	OS1(SW) Norris	697-6755	227-6755
406CQ5	OS E1-E4 (PAC)	OS1(SW/AW) Willoughby	693-4280	223-4280
406DE	ET E7-E9	ETCM(SW) Long	697-4343	227-4343
406DE1	ET E1-E6 (LANT)	ETC(SW) Crossan	697-4342	227-4342
406DE2	ET E1-E6 (LANT)	ETC(SW) Pierce	697-4341	227-4341
406DE3	ET E1-E6 (PAC)	ETC(SW) Bush	693-1480	223-1480
406DE4	ET E1-E6 (PAC)	ETC(SW) Burroughs	693-1481	223-1481
406DE5	ET training/'A' school	ETC(SW) Birkett	697-8895	227-8895
406DR	RM/DP E7-E9	RMCM(SW/AW) Miller	697-4637	227-4637
406DR2	RM/DP E5-E6 (LANT)	RMCS(SW/AW) Brayman	697-4635	227-4635
406DR3	RM/DP E5-E6 (PAC)	RMCS(SW) Washington	697-4634	227-4634
406DR4	RM/DP E5-E6 (LANT)	DPC(SW) Turner	693-3537	223-3537
406DR5	RM/DP E5-E6 (PAC)	RMCS(SW) Knox	697-4636	227-4636
406DR6	RM/DP E1-E4 (LANT)	RM1(SW) Schwanke	693-3535	223-3535
406DR7	RM/DP E1-E4 (PAC)	DP1(SW) Celestin	697-5070	227-5070
406EK	DS	DSCS(SW) Pavelec	697-5066	227-5066
406EM	MN	MNCS Darnold	693-3546	223-3546
406EU	STG E7-E9	STGCM(SW) Archer	697-7653	227-7653
406EU1	STG E1-E6 (PAC)	STGCS(SW) Curley	697-7654	227-7654
406EU2	STG schools	STG1(SW) Calvillo	693-3543	223-3543
406EU3	STG E1-E6 (LANT)	CTMCS Watkins	697-7656	227-7656
406EW	TM	TMCS(SW) Neese	693-3545	223-3545

Fax: DSN 223-3544 or commercial 693-3544

MEDICAL/DENTAL (PERS-407)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with PERS-code: pxxx@bupers.navy.mil (for example, to reach the HM E1-E4 Sea detailer: P407CM@bupers.navy.mil)

Pers-code	Title	Incumbent	Comm	DSN
407BH	Branch Head	CDR Carroll	693-1925	223-1925
407RAO	RAO	LT Fredrickson	693-1924	223-1924
407CB	HM Detailing manager	HMCM Osborne	693-1926	223-1926
407CD	DT E5-9 all NECs	DTCM Epperson	614-6412	224-6412
407CD1	DT E4 and below	DT1 Jones	614-6413	224-6413
407CE	HM E-6-8 Sea/Shore	HMCS Manifold	614-6414	224-6414
P407CG	HM 08, 45, 46, 54, 63, 66, 67, 83, 89, 8541	HMC Weatrowski	614-6420	224-6420
407CH	HM IDC and Dive NEC	HMCS Prus	614-6416	224-6416
407CJ	HM 02,07,16,32,51,52	HMC Werner	614-6419	224-6419
407CK	HM 'C' Schools	HMCS Chavez	693-0067	223-0067
407CK1	HM 'C'Schools Asst/'A' Schhol Grads	HM1 Steele	614-3919	224-3919
407CK2	HM 'C' School Asst	DT2 Anderson	614-4553	224-4553
407CM	HM E1-4 Sea	HM1 Spencer	614-6415	224-6415
407CN	HM E-5 Sea/Shore	HMC Davis	614-6421	224-6421
407CP	HM E1-4 Shore	HM2 Fletcher	614-6411	224-6411
407CQ	HM 8401, 06,09,72,78,79,82	HMC Raymond	614-2843	224-2843
407CR	HM 34,85,95,96,8501, 03,05,06	HMC Calise	614-6417	224-6417

Fax: DSN 224-2050 or commercial 614-2050

CT/IS/EW (PERS-408)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with PERS-code: pxxx@bupers.navy.mil (for example, to reach the I Branch detailer: P408CE@bupers.navy.mil)

Code	Title	Incumbent	Commercial	DSN
408	Branch Head	CDR Bryce	614-2889	224-2889
408C	Rating Assignment Officer	CWO2 Vaughn	614-2889	224-2889
408A	Admin Chief	CTAC Wilson	614-3131	224-3131/2665
408A1	Admin Supervisor	CTA1 Henshaw	614-3131	224-3131
408CD	IS E6 and above	ISCM(SS/DV) Williams	614-3131	224-3131/2665
408CD1	IS E5 and below	Vacant	614-3131	224-3131/2665
408CJ	T Branch E6 and above detailer/TECHAD	CTTCM(AW) Sampson	614-3131	224-3131/2665
408CJ1	T Branch E5 and below	CTTC Rogers	614-3131	224-3131/2665
408CK	A Branch	CTAC Bolton	614-3131	224-3131/2665
408CF	M Branch E6 and above	CTMCS(SW) Warrick	614-3131	224-3131/2665
408CF1	M Branch E5 and below	CTM1(SW) Clarke	614-3131	224-3131/2665
408CG	O Branch	CTOC(SW) Greenwell	614-3131	224-3131/2665
408CH	R Branch E6 and above detailer	CTRCM(SW) Doran	614-3131	224-3131/2665
408CH1	R Branch E5 and below detailer	CTR1 Logsdon	614-3131	224-3131/2665
408CE	I Branch	CTICS(NAC) Miranda	614-3131	224-3131/2665
408CE1	I Branch E5 and below	CTI1(SS) Murphy	614-3131	224-3131
408CL	EW E7 and above	EWCS(SW) Jenkins	693-3083	223-3083/224-3131
408CL1	EW E6 and below	EWCS(SW) Foster	693-3083	223-3083/224-3131
221N	M Branch TECHAD	CTMCM Pardun	695-3391	225-3391
221N	O Branch TECHAD	CTOCS(AW) Jewell	617-5514	227-5514
221N	A Branch TECHAD	CTACM Farrell	695-3379	225-3379
221N	I Branch/TECHAD	CTICM Griffiths	695-3888	225-3888
221N	R Branch TECHAD	CTRCM(SW) Woodcock	695-3320	225-3320

Fax: DSN 227-0992 or commercial 697-0992

SEA SPECIAL PROGRAMS (PERS-409)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with PERS-code: pxxx@bupers.navy.mil (for example, to reach the Women in Ships detailer: P409D1@bupers.navy.mil)

Code	Title	Incumbent	Commercial	DSN
409	Branch Head	CDR Ulander	693-1423	223-1423
409A	Admin Supv	YN3 Balls	695-7251	225-7251
409B	Rating Assignment Officer	LT McCracken	695-5385	225-5385
409CD	Head New Const/LCACs	OSC(SW) Cass	693-1424	223-1424
409CD1	New Const Detailer	RM1(SW) Deason	695-7254	225-7254
409CD2	New Const Detailer	GSE1(SW) Luther	695-7253	225-7253
409CD3	New Const Detailer	AZ1 Martin	695-7253	225-7253
409A1	New Const Monitor/Asst.	PN3 Searcy	695-7283	225-7283
409D	LCPO	ENCS(SW) Janiszewski	695-5385	225-5385
409DC	Decom/Homeport Changes	PNC(SW) Villamento	695-9340	225-9340
409DC1	Decom Assignments	OS1(SW) Stankis	695-7256	225-7256
409DC2	Homeport Changes	ET1(AW) Buckley	695-9340	225-9340
409DC3	Shore disestablishment	PN3(SW) Stearling	693-1422	223-1422
409CD5	New Construction	IC2(SW) Wells	695-7283	225-7283
409DE	Women in Ships	YN1(SW) Souza	614-5615	224-5615
409DE1	Women in Ships Asst	AK3 Sims	695-5386	225-5386

Fax: DSN 223-1425 or commercial 693-1425

SHORE SPECIAL PROGRAMS (PERS-4010)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with PERS-code: pxxx@bupers.navy.mil (for example, to reach the 'A' School detailer: P4010S1@bupers.navy.mil)

Code	Title	Incumbent	Commercial	DSN
4010	Branch Head	CDR Giesen	693-1905	223-1905
4010B	Asst Branch Head	LT Corolla	693-1914	223-1914
4010A1	Admin	YN2(AW) Benn	695-7687	225-7687
4010A2	Admin Asst.	YNSN McNeil	695-7688	225-7688
4010C	Career Recruiter Force	NCCS(SW) Fisk	693-0758	223-0758
4010C1	Recruiter E6-E8	BMC(SW) Edwards	693-1910	223-1910
4010C2	Recruiter E5	PN2(AW) Tan	693-1912	223-1912
4010D	Recruit Division Commander/MEPS/ Women in the Navy/Naval Academy/ OCS/AOCS/Art /SERE	MMCS(SW) Slater	693-1908	223-1908
4010D1	EOP/NAVLEAD/ Drug & Alcohol Abuse Counselor	FCC(SW) Wyatt	693-1907	223-1907
4010D2	Brig/CCU/NACU	GMG1(SW) Cordero	693-1322	223-1322
4010E	Physical Security	PNC(SW) Mendoza	697-4061	227-4061
4010E1	Physical Security	YN2(SW) Felton	693-1904	223-1904
4010F	Major Washington Staff	PNC(AW) McHugh	693-1902	223-1902
4010F1	Headquarters Activities	YN1(SS) Rivera	693-1903	223-1903
4010F2	Flag Quarters/Flag Mess	MSC(SW) Marsh	695-2981	225-2981
4010G	Joint Area Placement Staffs/MAAGS Missions/NATO/PEP	YNC(SW/AW) Williams	693-1899	223-1899
4010K	Enlisted to Officer Order Writer	YN1(SW) Stratser	614-8093	224-8093
4010S	Rating Assignment Officer Schools010S1	LT Robertson	693-1326	223-1326

4010S3	Head, Fleet 'A' School/Classifier	PNC(SW) Martir	693-1325	223-1325
4010S4	'A' School Leading Detailer/IT	PN1 Costello	614-8099	224-8099
4010S5	'A' School	YN3 Stroud	693-1318	223-1318
4010S5	'A' School, AEF/ATF/ NF/ENCORE	PN2 McBride	693-1323	223-1323
4010S8	'A' School	YN3 Ogletree	614-1143	224-1143

Fax: DSN 223-1911 or commercial 693-1911

MUSICIAN (PERS-64)

Unless otherwise indicated, all commercial area codes are 703

For e-mail replace xxx with PERS-code: pxxx@bupers.navy.mil (for example, to reach the MU detailer: P64F@bupers.navy.mil)

Code	Title	Incumbent	Commercial	DSN
64	Division Director	LCDR Mitchell	693-0535	223-0535
64B	Deputy Division Director	LT Kessler	693-0728	223-0728
64D	Senior Detailer	MUCS McIntyre	693-0513	223-0513
64F	Detailer Admin Asst.	MU1 Falter	693-0515	223-0515

Fax: DSN 223-0599 or commercial 693-0599

TAR DETAILING DIRECTORY

Code	Title	Incumbent	Commercial	DSN
N4	Director	CDR Beigel	(504) 678-5109	678-5109
N41	Asst. Director/E8-9/CMC	AWCM(AW/NAC) Glennon	(504) 678-6205	678-6205
N410	AE/AD	AEC(AW/NAC) Hatfield	(504) 678-5412	678-5412
N411	AMS/AME/AMH/AS/PR	AMEC(AW) Sisneros	(504) 678-1214	678-1214
N412	AT/AO/AN	ATC(AW) Arndt	(504) 678-5488	678-5488
N413	PN/NC/Special Programs	PNC(SW) Bohrn	(504) 678-6207	678-6207
N414	YN	YNC(SW/AW) Cottery	(504) 678-6208	678-6208
N415	SK/AK/DK	SKCS(SW) Jordan-Arriaga	(504) 678-1599	678-1599
N416	HM/MS/Security/PreCom	HMC(AW/SW) Fisher	(504) 678-1779	678-1779
N417	AW/AC/AZ/AG	AWC(AW) May	(504) 678-1326	678-1326
N418	EN/HT/MR/DC/FN/EM	DCC(SW) McCarthy	(504) 678-6206	678-6206
N419	BM/ET/RM/IC/DP/SN	BMCS(SW) Dockler	(504) 678-6209	678-6209
N42	Admin Support Supervisor	YN1(AW) Bowen	(504) 678-6210	678-6210
N420	School Quotas	YN2 Broussard	(504) 678-1217	678-1217
N421	Correspondence. BUPERS Access, TAD	YNSN Rickerson	(504) 678-1216	678-1216
N423	1306/7 Clerk	Mr. John Pakron	(504) 678-6212	678-6212

Fax: DSN 678-6211 or commercial (504) 678-6211

Toll free 1-800-535-2699

ENLISTED PERSONNEL MANAGEMENT CENTER (EPMAC)

(Seaman, Fireman and Airman Detailers)

To contact your detailer via Internet e-mail, use the following address: *EPxxx@EPMAC.NOLA.NAVY.MIL* just substitute your detailers EP-Code where the xxx are, for example: *EP71B1@EPMAC.NOLA.NAVY.MIL*

Code	Title	Incumbent	Commercial	DSN
EP00	Commanding Officer	CAPT Huiatt	(504) 678-1470	678-1470
EP01	Executive Officer	CDR France	(504) 678-1470	678-1470
EP70	Department Director	Mr. Lindsley	(504) 678-1432	678-1432
EP70A	Asst. Dept. Director	Vacant	(504) 678-1433	678-1433
EP70C	Budget/Prog. Analyst	Mrs. Herrick	(504) 678-1128	678-1128
EP70S	Admin. Assistant	Mrs. Malcolm	(504) 678-1433	678-1433
EP71	Assignment Div. Dir.	PNCM(SW) Jacobs	(504) 678-1704	678-1704
EP71A	Lead Detailer	GMM1(SW) Amazeen	(504) 678-1435	678-1435
EP71B	Special Programs Supe.	PN2 Gray	(504) 678-5128	678-5128
EP71C	Decom/Precom Det	PN3 Currier	(504) 678-1784	678-1784
	NROTC Coordinator			
EP71D	Women-At-Sea Detailer	SN Soza	(504) 678-1570	678-1570
EP71F	FN Detailer	EN2(SW) Albers, II	(504) 678-1707	678-1707
EP71G	AN Detailer	PNSN Haas	(504) 678-1420	678-1420
EP71H	SN Detailer	SN Angelle	(504) 678-1587	678-1587
EP72	Dir. Immediate Avail Div.	PN1 Sellers	(504) 678-1722	678-1722
EP72A	Lead Detailer/Avail Div.	PN1 Hollins	(504) 678-1588	678-1588
EP72B	AN/FN Avail Detailer	PN3 Smith	(504) 678-6204	678-6204
EP72C	SN/SUB PAC Avail Det.	SN Williamson	(504) 678-6772	678-6772
EP72D	SN/SUB LANT Avail Det.	SN Burroughs	(504) 678-5267	678-5267
EP72E	AN/FN LANT Avail Det.	PNSN Loya	(504) 678-1720	678-1720

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commitment.*

Know your awards

The following is a list of decorations which, if awarded, may be worn on the Navy uniform. Navy service members may also wear medals/ribbons awarded by other services listed below. For precedence, other services equivalent awards are worn directly following the Navy decoration. For specific manner of wear consult the Uniform Regulations Manual.

Questions concerning criteria for awards, commands or individuals authorized to wear should be directed to the Awards and Special Projects Office (OPNAV 09B33), Navy Yard, Building 36, First Floor, Washington, DC 20350, or call DSN 325-6530/33/35/36 or COM 202-685-XXXX.

PRECEDENCE

Medal of Honor
Navy Cross
Defense Distinguished Service Medal
Distinguished Service Medal
Silver Star Medal
Defense Superior Service Medal
Legion of Merit
Distinguished Flying Cross
Navy and Marine Corps Medal
Bronze Star Medal
Purple Heart
Defense Meritorious Service Medal
Meritorious Service Medal
Air Medal
Joint Service Commendation Medal
Navy Commendation Medal
Joint Service Achievement Medal
Navy, Marine Corps Achievement Medal
Combat Action Ribbon

UNIT AWARDS

Presidential Unit Citation Ribbon
Joint Meritorious Unit Award
Navy Unit Commendation Ribbon
Meritorious Unit Comm. Ribbon
Navy "E"

CAMPAIGN AND SERVICE AWARDS

Prisoner of War (POW) Medal
Good Conduct Medal

Selective Service Meritorious Service Award
Naval Reserve Meritorious Service Medal
World War I Victory Medal
Haitian Campaign Medal (1919-20)
Second Nicaraguan Campaign Medal
Yangtze Service Medal
Byrd Antarctic Expedition Medal
Navy Fleet Marine Force Ribbon
Expeditionary Medal
Second Byrd Antarctic Expedition Medal
China Service Medal
American Defense Service Medal
American Campaign Service Medal
European-African-Middle Eastern Campaign Medal
Asiatic-Pacific Campaign Medal
World War II Victory Medal
U.S. Antarctic Expedition Medal
Navy Occupation Service Medal
Medal for Humane Action
National Defense Service Medal
Korean Service Medal
Antarctica Service Medal
Armed Forces Expeditionary Medal
Vietnam Service Medal
Southwest Asia Service Medal
Armed Forces Service Medal
Humanitarian Service Medal
Military Outstanding Volunteer Service Medal
Sea Service Deployment Ribbon
Naval Arctic Service Ribbon
Naval Reserve Sea Service Ribbon
Navy and Marine Corps Overseas Service Ribbon
Recruiting Service Ribbon
Coast Guard Special Operations Service Ribbon
Armed Forces Reserve Medal
Naval Reserve Medal
Merchant Marine Gallant Ship Unit Citation
Merchant Marine Defense Bar
Merchant Marine Combat Bar
Merchant Marine War Zone Bars (worn in order earned)
a. Atlantic War Zone
b. Mediterranean-Middle East War Zone
c. Pacific War Zone
Merchant Marine WWII Victory Medal
Merchant Marine Korean Service Bar
Merchant Marine Vietnam Service Bar

Merchant Marine Expeditionary Medal

VIETNAM SERVICE

National Order of Vietnam
Military Merit Medal
Army Distinguished Service Order
Air Force Distinguished Service Order
Navy Distinguished Service Order
Army Meritorious Service Medal
Air Force Meritorious Service Medal
Navy Meritorious Service Medal
Special Service Medal
Gallantry Cross
Air Gallantry Cross
Navy Gallantry Cross
Hazardous Service Medal
Life Saving Medal
Armed Forces Honor Medal
Staff Service Medal
Technical Service Medal
Training Service Medal
Civil Actions Medal

FOREIGN UNIT AWARDS

Philippine Republic Presidential Unit Citation
Korean Presidential Unit Citation
Vietnam Presidential Unit Citation
Rep. of Vietnam Meritorious Unit Citation
Republic of Vietnam Meritorious Unit Citation (Civil Actions Color)

NON-U.S. SERVICE AWARDS

Philippine Defense Ribbon
Philippine Liberation Ribbon
Philippine Independence Ribbon
United Nations Service Medal
United Nations Medal
NATO Medal
Muti-National Forces and Observer Medal
Inter-American Defense Board Medal/Ribbon

FOREIGN SERVICE AWARDS

Republic of Vietnam Campaign Medal
Kuwait Liberation Medal (Saudi Arabia)
Kuwait Liberation Medal (Kuwait)

MARKSMANSHIP AWARDS

Navy Rifle Marksmanship
Navy Pistol Marksmanship

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PRD windows, new requisition dates, morning and night detailing

Use this chart to plan order negotiations. Requisitions are posted about every two weeks and list vacancy projections for the current PRD window - nine months for most orders. Match your PRD month with corresponding requisition date. Call on the appropriate AM/PM detailing date-detailers are available from 0600-0800 (EST) for overseas calls only, and until 2200 (EST) for all callers.

If your PRD is:	Take advantage of new requisitions on:	AM/PM detailing is scheduled for:
<i>April 1998</i> <i>July 1998</i>	6 October 27 October	7 October 28 October
May 1998 <i>August 1998</i>	8 November 24 November	9 November 25 November
June 1998 <i>September 1998</i>	8 December 22 December	9 December 23 December
<p><i>Italicized PRDs reflect the nine-month detailing window and plain type indicate six month prior to PRD. You should be committed to orders by the six month mark.</i></p>		

Selection Board Dates

<u><i>Board</i></u>	<u><i>Convenes</i></u>	<u><i>Adjourns</i></u>
Active E8,E9 (Special)	6Jan98.....	10Jan98
TAR transfer/redesignation	27Jan98	31Jan98
Reserve E8,E9 (Special)	10Feb98.....	12Feb98
Active E8, E9	11Mar98	18Apr98
Reserve E8, E9	24Mar98.....	11Apr98

Board eligible? Ensure your service record is up-to-date and complete. For the latest on how to make corrections or changes to your ESR, see the article on page 8 in this edition of *Link*.